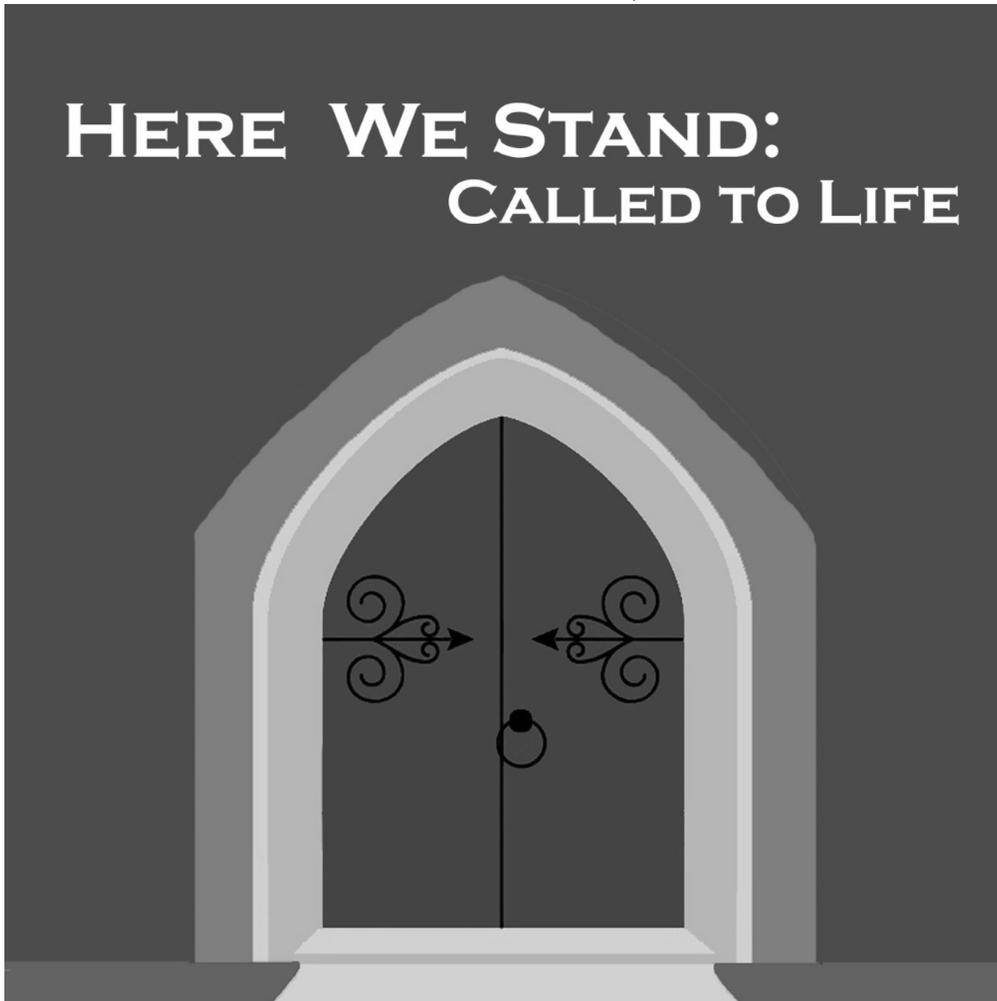


THE CHURCH OF CHRIST, UNION
165TH ANNUAL MEETING
Worship, Reports & Business
March 18, 2018

SLATE OF OFFICERS UPDATED AT MEETING

**HERE WE STAND:
CALLED TO LIFE**



165TH ANNUAL MEETING OF THE CHURCH OF CHRIST, UNION 12:30 PM MARCH 18, 2018

“Union Church works with all followers of Christ and works with all who work with Him, respecting each person’s conscience; working by love, endeavoring to keep the unity of the spirit in the bond of peace.”

PAUL SMITHSON, MODERATOR

REV. KENT GILBERT, PASTOR

Continuing Our Worship with Our Work

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Tasks of Order for a Meeting of The Congregation

The following procedures and actions have been adopted in our constitution to conduct our work in ways that are both efficient and respect Gospel teachings in the decisions we make. Every effort to respect those participating as well as those affected by our decisions is cherished. Questions of procedure are always permitted, and can be asked of the moderator at any point of a gathering. References to the sections of the constitution are in parentheses.

Meeting Procedure:

Meetings of the congregation shall be guided by Christian faith and teaching and the provisions of this constitution and by-laws, according to Robert's Rules of Order (newly revised), where applicable, to ensure a climate of mutual respect and orderly procedure. (Section 3.7.2)

Any member may request a written ballot for any vote, which will be honored without question.

Quorum:

The quorum for a congregational meeting shall be twenty-five members. (Section 3.2)

Parliamentarian:

At meetings of the congregation, the moderator will appoint a parliamentarian as an advisor on matters of procedure. (Section 3.7.1)

Minutes of the Previous Meeting:

Minutes of the previous meeting(s) are printed on the following pages.

Recognition of Our Paid Staff:

We are indebted to the daily work of our paid staff. Seen and unseen, they make possible our ministry in various and specialized ways. We offer our deep thanks for their contribution to the work of Union Church in 2017.

Shirley Carlberg, Bookkeeper
Joan English, Office Administrator
Gabriel Evans, Director of Music Ministries
Kent Gilbert, Pastor
Elly Green, Nursery Care Team (partial year)
Olivia Jacobs, Nursery Care Team (partial year)
Dave Kobersmith, Church Administrator
Martina LeForce, Nursery Care Team (partial year)
Jack Marshall, Media Coordinator
Pearl Marshall, Handbell Director
Chris McKenzie, Youth Director
Michelle Mecham, Nursery Care Team (partial year)
Daniel Montoya, Custodial Support
Rachel Small Stokes, Associate Pastor
Hope Tarter, Nursery Care Team

Congregational Meeting Minutes

ANNUAL CONGREGATIONAL MEETING OF UNION CHURCH

Sunday, March 19, 2017

The meeting was called to order at 12:40 by the Moderator, Gail Wolford, following a **meal** prepared by the Mission and Service and Faith Development Boards. Rev Rachael began the meeting with **prayer**; the moderator declared a **quorum** and appointed Miriam Pride as **parliamentarian**. Jeff From circulated the **Church Registry**.

The moderator gave special recognition and thanks to Sue Peterson Blyth for her vision, and hard work that made Rev. Kent's 20th anniversary celebration with us such a success this past Friday, and thanked Rev. Kent for his vision and service to Union Church. We also recognized and thanked all our paid staff, and especially Chris McKenzie who organized the youth group who served us so ably at Kent's 20th anniversary celebration. We appreciate their time, vision and creativity.

Minutes from the March 13, 2016 annual meeting (Bob Boyce moved, Sarah Broomfield seconded) and the annual budget meeting December 11, 2016 (Hazel Morris moved, Bob Boyce seconded) were **unanimously approved as published**.

Nominating Board. Carla Gilbert presented the slate of officers and board members for election, thanking those who have served in the past as well as those who would in the future. There were a few positions that had not been filled, but the good will of members present prevailed and we were able to vote an almost complete slate. To the revised slate that was distributed we added Stanley Kramer to Nurture and Care, Robert Boyce to Properties, Debbonnaire Kovacs and Susan Pross Kramer to Worship. Faith Development, Finance, and Mission and Service would benefit if they had more members.

The new officers and board members were **elected unanimously. Revised list attached.**

Carla reminded us that all meetings are open and encouraged us to visit the boards and learn what they are about and see if serving on a board would be of interest. Bob Boyce asked for names of designated board chairs. Some are known; hopefully others will be named after the **Board Orientation that Gayle announced for Saturday, March 25, 9:00-2:00**. Orientation is for both new and continuing officers and board members.

Reception of 2016 Annual Reports. Moderator Gail praised the content reflecting the work of each of the boards and opened the floor for comments and observations on the document as a whole.

On behalf of the Properties Board, Bill Stolte recognized the commendable contribution of Steve Boyce who has meticulously tracked our energy usage and made the case for the future reduction of our energy footprint. Please look at the data presented on pages 41-42 of the report that details our energy conservation, thanks to Steve's leadership.

On behalf of Mission and Service, Jenny Bromley gave accolades to those who work on the Bazaar each year, and asked that we keep eyes and ears open for what the plans will be for this year's bazaar.

Carla asked that we give Gail special recognition for the fantastic job she has done these past 3 years as our very able Moderator.

Annriette Stolte moved, Sally Hindman seconded the reception of these reports. **Passed unanimously.**

Installation of new Board Members and Officers was led by Rev. Kent, Rev. Rachel and Moderator Gail.

No new business or announcements.

Rev. Kent dismissed us by remembering the sequence of past moderators: Warren Lambert who served 42 years, Steve Gowler who helped redefine the position, Jean Boyce, Marlene Payne, Merlin Kindel, and Gail Wolford. He encouraged us to continue living our faith in action. He then closed the meeting with prayer and song.

Jean Boyce, Clerk

CALLED MEETING FOR BUDGET REVISION **Sunday, April 30, 2017**

Moderator Paul Smithson called the meeting to order immediately following worship.

Nominating Board had additional items of business to present that reflect changes since board elections in March:

- Debbonnaire Kovacs will move from Worship to Pastoral Relations Board
- Chad Runyan will go on Worship Board
- Ellen Mink volunteered to go on Administration Board since Tom Warth needed to resign

Carla moved Kevin Burke seconded the election of the 3 board members. **Passed unanimously.**

Mission Board feels the need to have 6 elected members in the absence of volunteers

Budget:

Dave Kobersmith said the big change is the increased pledges (+/- \$23,000), and the new budget is more specific and line items are tightened up. Income projections have increased since the December Budget meeting and has eliminated the deficit in the provisional budget passed in December, 2016 for 2017.

Discussion: Mission and Service is a % of pledged gifts; credit card fees for donations; fire alarm systems increase.

Carla moved to accept the revised budget; Sarah Broomfield seconded. **Passed unanimously.**

New business: none

Rev Rachel dismissed us with prayer at 12:05.

Jean Boyce, Clerk

ANNUAL BUDGET MEETING OF UNION CHURCH

Sunday, December 10, 2017, 12:30 pm

Following lunch in Fellowship Hall (thanks to our Staff and Mary Lou Weise), Moderator Paul Smithson called the meeting to order, declared a quorum present, and appointed Gail Wolford parliamentarian *pro tem*. He called on Rev. Rachel to lead us in prayer and congratulated her on her newly announced position at Immanuel UCC in Louisville. Words do not express how we will miss her!

Budget:

As acting Chair of Church Council **Jean Boyce moved the approval of the 2018 budget as presented by Administration and Finances Boards and approved by Church Council.**

[Actions coming from boards or church council do not require a second]

Discussion: Treasurer Greg Lakes summarized changes and cuts proposed to lower the earlier \$54,000 deficit to \$18,000. Pledges continue to come in, and with this year's carryover we can be hopeful of erasing this red ink by the end of next year. Adjustments and wish list are shown in detail on the distributed information sheet and are attached to these minutes. This may all look different in 3 to 6 months and we may be able to restore some at that point: COLA; payment on principal of our Capital Campaign loan; financial consultant; restore monies to Mission and Outreach, Youth Ministry, and Properties.

Gail questioned whether lowering the % for Mission and Outreach would require a change to the budget policy. Kent answered that in essence that policy is set each time we approve a budget. And he reminded us that the line item does not reflect the total of our mission giving. In response to Debbonnaire's question about how Rev. Rachel's transfer to her new church in Louisville would affect this budget, Kent said it would reduce expenditures somewhat but there are no concrete figures. He will call for a visioning and transition plan in January since it's already been 10 years since we last did this as we began the Capital Campaign. Funds and some wiggle room will be needed as we move forward in this process. We will hope for a more articulated plan by our annual March meeting and hope to be able to roll back in those items on our wish list. Greg Lakes assured us that based on what he sees in Patti's and Shirley's work, the church is in very good financial condition.

Cheryl Stone questioned the cuts to youth ministry. Their summer programming is considerably less expensive this year, and there is a new line to support more support staff for Chris.

Budget was **unanimously approved**.

Nominating Board asked for confirmation/election of replacement positions:

- Donna Abner and Lisa Bosley for Nurture and Care Board
- Cheryl Payne and Dorie Hubbard for Mission and Service Board

Approved by acclamation.

Carla reminded us all that her board would be asking for new board members soon, and asked that we prayerfully consider giving our personal time in support of the church and its programs.

Community Life and Growth Board requested posthumous recognition of Kevin Burke as Honorary Lifetime Deacon, agreed by loving acclamation. The church sorely misses Kevin since his untimely death.

Rev. Kent dismissed us with prayer at 1:00 pm.

Jean Boyce, Clerk

(Note: see p. 61 for the Budget passed at this meeting.)



Report of the Nominating Board

Once again it is time to say THANK YOU to

- those who have faithfully served this beloved community of Union Church in its many tasks to “Be the Church!”
- those who have served on Boards and Committees and those who have been asked to help them,
- pastors and staff for their leadership, participation and support,
- those who have consented to continue to serve and those who have stepped up for the future.

The Nominating Board consists of Carla Gilbert, Jenny Hobson, and Ashley Cochrane. Other members were not able to serve this past year, but contributed previously; Susie Ritchie, Michelle Hayden, and Kevin Burke.

My thanks also to those who have assisted in the process.

With this report, the Nominating Board presents a slate of Officers and Board candidates for the 2018 operating year.

Respectfully submitted,

Carla Gilbert, Chair

Names in **bold print** to be elected at Annual Meeting. Names in regular print have been elected and are already serving.

OFFICERS:

Treasurer: Greg Lakes 2019 Financial Secretary: Patti Smithson 2020
Clerk: Moderator: Paul Smithson 2019
Vice Moderator & Chair of Church Council: **Jean Boyce 2019**

ADMINISTRATION BOARD:

<u>CLASS OF 2019</u>	<u>CLASS OF 2020</u>	<u>CLASS OF 2021</u>
Ellen Mink	Sharona Nelson	Lisa Vaughn
Gail Wolford*		

COMMUNITY LIFE AND GROWTH BOARD:

<u>CLASS OF 2019</u>	<u>CLASS OF 2020</u>	<u>CLASS OF 2021</u>
Betsy Whaley		Chad Runyan
Stephanie Runyan		Jimmie Lewis

FAITH DEVELOPMENT BOARD:

<u>CLASS OF 2019</u>	<u>CLASS OF 2020</u>	<u>CLASS OF 2021</u>
Jenny Hobson Donna Eder	Jenny Bromley Kelly Perman Madden	Ashley Cochrane Jane Mecham

FINANCE BOARD:

<u>CLASS OF 2019</u>	<u>CLASS OF 2020</u>	<u>CLASS OF 2021</u>
Sharona Nelson (3-19-18 CC)	Shirley Carlberg* Charlie Hoffman	Martin Hensley

MISSION AND SERVICE BOARD:

<u>CLASS OF 2019</u>	<u>CLASS OF 2020</u>	<u>CLASS OF 2021</u>
Dorie Hubbard	Sally Zimmerman*	Annriette Stolte Cheryl Caruso Payne

NURTURE AND CARE BOARD:

<u>CLASS OF 2019</u>	<u>CLASS OF 2020</u>	<u>CLASS OF 2021</u>
Mary Lou Wiese*	Gerry Blanchard Stanley Kramer	Donna Abner Lisa Bosley

PASTORAL RELATIONS BOARD:

<u>CLASS OF 2019</u>	<u>CLASS OF 2020</u>	<u>CLASS OF 2021</u>
Susan Doring Zook* Chris Green	LaRee Jacobs Debbonnaire Kovacs	Kelly Mehler Jeff Pool

PROPERTIES BOARD:

<u>CLASS OF 2019</u>	<u>CLASS OF 2020</u>	<u>CLASS OF 2021</u>
Sally Hindman	Paul Jacobs Robert Boyce*	Roger Cook

WORSHIP BOARD:

<u>CLASS OF 2019</u>	<u>CLASS OF 2020</u>	<u>CLASS OF 2021</u>
Doug Hindman* John Payne	Susan Pross Kramer	Sue Blyth Jennifer Melton

* chairperson

The following are the Responsibility of the Church Council:

NOMINATING BOARD:

<u>CLASS OF 2019</u>	<u>CLASS OF 2020</u>	<u>CLASS OF 2021</u>
Ashley Cochrane	Jenny Hobson Carla Gilbert*	Dodie Murphy Kim Kobersmith

HONORARY LIFETIME DEACONS

CURRENTLY SERVING

Joan Bates	Betsy Hofer
Dottie Blackburn	Dorie Hubbard
Patty Boyce	Tom Hubbard
Steve Boyce	Loyal Jones
Kevin Burke	Dot Kindel
Ruth Butwell	Jennie Kiteck
Helen Connelly	Mary Miller
Jerry Cooper	Lois Morgan
John Culp	John Payne
Ramona Culp	Ann Rhodes
Richard Drake	Steve Rhodes
Joyce Fields	Bob Shaffer
Truman Fields	Larry Shinn
Joy Frazier	Nancy Shinn
Tom Frazier	Charles Wesley
Jan Hamilton	Betty Wray
Edith Hansen	
Joyce Henderson	

FOR ELECTION

Jean Boyce
Robert Boyce

* chairperson

Motion to a Adopt Long-Range Plan

Motion

That Union Church engage in a Strategic Planning Process in the Spring and Summer of 2018 to discover and unite behind passionate and purposeful mission goals centered on our core values.

Background

Periodic review of needs, resources, and vision is beneficial to every organization. Ten years ago the congregation engaged in a visioning process that resulted in goals centered around our core mission. Having fulfilled very nearly all of those goals, and being at a place of operational, missional, and societal transition, the pastor and Church Council believe it's a good time to assess what God is calling and empowering Union Church to do next.

Church Council authorized a planning process task force in January of 2018 comprised of Pastor Kent, Betsy Whaley, Ellen Mink, Grace McKenzie, and Betty Hibler. All of whom have significant experience and expertise in institutional planning and analysis. They have centered on 7 main questions for our inquiry:

1. What does the community need that intersects with our resources and passion for mission?
2. How do we effectively arrive at a consensus about congregational actions and activities?
3. What is the role and purpose of the church?
4. Engagement: who shall we engage and in what ways will we engage them in both functioning and service to the community/world?
5. How can we sustain, teach, and practice healthy, inclusive community skills?
6. How do we connect to and generate small groups of purpose and power? What can we learn from our successes in this regard?
7. How do we appropriately staff our vision? What positions, what people do we need to meet God's call?

Already underway from the team is a "needs assessment" regarding volunteer and the best way to engage our members and friends in effective and joyful service. Both of those elements are critical to our service and both have been under pressure: how do we create conditions where people can serve with confidence and feel good about their service? How do serve effectively as a volunteer organization with the needed attention to critical tasks and deadlines? Insight derived from the needs assessment will help us add to the goals and action plans that come out of our process.

Proposed Timeline

If adopted, the following timeline will be our guide, but can and will be adjusted to make sure we have all the time needed to listen carefully and act faithfully.

- 1. March 18, 2018: Congregation Considers the plan at Annual Meeting.**
 - a) Reviews and may adjust the questions to be explored
 - b) Reviews and may adjust remaining timeline
 - c) Adopts or Declines amended process
- 2. Remainder of March: Recruit task leaders**
 - a) Needs Assessment Team: Grace McKenzie--Team already in place!!
 - b) All Church Book Study: Underway and will conclude with Easter
 - c) Focus Group captains/Leaders
- 3. April: Focus and Listen**
 - a) Develop Questions for Focus groups
 - b) Train focus group leaders
 - c) Team leaders schedule meetings
 - d) Recruit/invite participants
- 4. May: Collate, Review, Report**
 - a) Team leaders share and collate data
 - b) Produce report for Church Council, May 21.
 - c) Report to whole congregation, late May or Early June.
- 5. June-Sept: Derive Actions**
 - a) Small group or groups of Power and Purpose Develop/s Action Goals:
 - b) Relevant, measurable outcomes to address our questions.
 - c) Worthy of the passion and commitment that they will require
 - d) Congregation reviews, adds, comments on Action Goals.
- 6. Fall: Into the Breach We Go!** ("And you shall be called 'Repairers of the Breach...'"
-Isaiah 58:12)
 - a) Congregation Formally adopts goals
 - b) Church organizes volunteer and staff resources to accomplish the goals.

Motion

Due to Associate Pastor Rev. Rachel Small Stokes being called to another church, the Finance Board suggested a revised budget to Church Council. The Council reviewed the budget and these changes are presented for approval to the congregation.

CHURCH OF CHRIST UNION
Budget Overview: FY 2018 - FY18 P&L
January - December 2018

	Total
Revenue	
Total 4100 Pledges & Gifts	\$ 354,000.00
Total 4200 Fundraising Income	\$ 2,000.00
Total 4300 Other Operating Income	\$ 4,600.00
Total 4500 Investment Income	\$ 46,000.00
4800 Assets Released from Temp Restr	
4801 From 3020 Unrestrict Carryover	0.00
Total 4800 Assets Released from Temp Restr	\$ 0.00
Total Revenue	\$ 406,600.00
Gross Profit	\$ 406,600.00
Expenditures	
Total 6001 Pastor's Compensation	\$ 99,125.00
Total 6002 Associate Pastor Compensation	\$ 8,354.10
Total 6003 Office Admin Compensation	\$ 45,953.00
Total 6004 Church Admin Compensation	\$ 22,539.00
Total 6005 DMM Compensation	\$ 29,875.00
Total 6010 Misc Staff Compensation	\$ 54,670.00
Total 6025 Misc Staff Expenses	\$ 11,789.00
Total 6100 ADMINISTRATION EXPENSES	\$ 24,200.00
Total 6200 FINANCE EXPENSES	\$ 20,020.00
Total 6300 PROPERTY EXPENSES	\$ 41,500.00
Total 6400 FAITH DEVELOPMENT EXPENSES	\$ 4,300.00
Total 6500 COMMUNITY LIFE & GROWTH EXPENSE	\$ 5,500.00
Total 6600 WORSHIP EXPENSES	\$ 10,650.00
Total 6700 MISSION & OUTREACH EXPENSES	\$ 25,430.00
Total 6800 NURTURE & CARE EXPENSES	\$ 2,100.00
Total Expenditures	\$ 406,005.10
Net Operating Revenue	\$ 594.90
Net Revenue	\$ 594.90

Proposed Action #3

Motion to Grant a Pastoral Sabbatical

Motion

That Union Church authorize a sabbatical leave of 4 months for Kent Gilbert to be taken in 2019 for the purpose of renewing and refreshing his ministry and the ministry of the Congregation, and that the congregation initiate appropriate planning per the Sabbatical Leave Policy (see below). The dates of the sabbatical and a specific sabbatical plan for both the pastor and congregation (including staffing support) shall be developed in consultation with and approved by the Church Council.

As a motion from a standing Board or Committee this motion requires no second.
A majority in favor is required for passage.

Background

The intent of a sabbatical is to provide rejuvenation, continuing education, and the opportunity to be able to focus more attentively on areas of spiritual interest or professional development, especially those that will ultimately benefit the wider church community. Sabbatical leave also provides significant opportunity to the congregation to develop and strengthen lay leadership of the ministry. By the terms of our covenant, both pastor and congregation agree to at least a full year of service following the sabbatical leave. The sabbatical, therefore, is not a time for a position search for either party, but instead a time of mutual reflection, growth and refreshment for the gifts of ministry to flourish in both pastor and people.

According to the constitution, the Church is responsible for determining the best strategy for meeting pastoral needs during the sabbatical, whether that be fulltime replacement minister, or a part-time strategy whereby one person might cover pastoral emergencies and another cover preaching, etc.

As per the policy, a full description from both the pastor and relevant Boards will be presented to the Church Council and communicated to the congregation.

Sabbatical Leave Policy Statement Adopted at the 151st Annual Meeting:

Ministers of the Word and Sacrament will be granted a compensated sabbatical of at least 3 months after 5 years of service to the church. Additional weeks of vacation and/or study leave may be added to this time period. The year in which the sabbatical is taken will not be included in the calculation of the next 5 years.

Congregational/Church Council Responsibilities

- Review the sabbatical timetable and usage plan as submitted by the minister.
- Serve as mediator in any concerns of the congregation or minister relative to the sabbatical.
- Appoint a sabbatical planning committee to oversee preparations for a pastoral absence.
- Assure the pastor of at least one full year of service following the sabbatical leave.
- Continue terms of call commitments to the minister during sabbatical leave.
- Communicate the importance and values to the church of a sabbatical.
- Request a written overview and presentation of the sabbatical from the minister upon return.

Minister Responsibilities

- Bring the sabbatical proposal before the congregation – at least in outline form – a minimum of six months before the intended commencement of the sabbatical.
- Secure the approval of the congregation for the sabbatical proposal and work out the necessary coverage of pastoral and pulpit responsibilities with the Sabbatical Planning Committee.
- Assure the congregation of continued service to the church for at least one full year from the conclusion of the sabbatical.
- Bring up-to-date all pending responsibilities as determined in consultation with the Sabbatical Planning Committee before departing on a sabbatical.
- Submit to Church Council, in writing, the sabbatical timetable and outline of plans.
- Upon return, present an overview of the sabbatical experience to the congregation.

Motion to Re-Covenant with Habitat for Humanity of Madison & Clark Counties

Motion

That Union Church Renew our covenant withy Habitat for Humanity as Follows:

The Church of Christ, Union, covenants with Habitat for Humanity of Madison & Clark Counties to commit financial and human resources in the following ways:

- Pray for the ministry of Habitat for Humanity.
- Spread the word about Habitat for Humanity’s ministry throughout the community.
- Organize work parties to help build homes locally.
- Provide financial support as a congregation for Habitat for Humanity.
- Encourage members to serve on Habitat for Humanity of Madison & Clark Counties’ boards and committees.
- Lift up opportunities for volunteer service in other countries through Habitat for Humanity, International.
- Provide assistance for Habitat for Humanity of Madison & Clark Counties’ offices as needed.
- Agree to review this commitment annually and, in faith, renew our commitment to Habitat for Humanity’s ministry to end poverty housing.

Church Council has discussed this proposal and now requests the Congregation’s discernment.

A majority in favor is required for passage.

Background

Habitat’s mission is to serve “low” or “very low” income families, selling houses to them with mortgage payments less than 30% of their income. Habitat’s goal is to remove substandard housing everywhere.

Union Church has been a covenanted congregation for well over two decades and has participated in dozens of builds.



Motion to Re-Covenant with Bread for the World

Motion

That Union Church Renew our commitment as a Covenant Church with Bread for the World and, in so doing, agrees to support Bread for the World by our financial gifts, by educating our congregation on hunger issues, and through an annual Offering of Letters.

Church Council has discussed this proposal and now requests the Congregation's discernment.

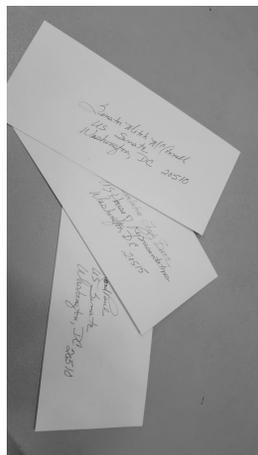
A majority in favor is required for passage.

Background

Bread for the World (BfW) is a Christian, non-denominational organization based in Washington, DC, that works through churches and individual members to end hunger by lobbying our nation's decision-makers for public policies that serve the needs of hungry and poor people in the US and worldwide. Union Church has supported BfW through our Mission Board funds for well over a decade.

This motion would renew the commitment made at our 2004 Annual Meeting, and affirmed thereafter. In addition to an annual financial contribution to BfW, we would continue to involve the congregation in an "Offering of Letters." An Offering of Letters is an opportunity after church or a potluck, to be educated on an aspect of world hunger and then actually write individual letters to our congressional representatives. All of BfW's work is non-partisan or bi-partisan. As a Covenant Church we would also receive bulletin inserts and other teaching materials for all ages. The Mission Board is supporting the motion that Union Church remain a Covenant Church.

The next Offering of Letters will be held March 28, at Wednesday Nite Live.



Report of the Moderator

I have just completed my first year as Moderator, and it has been an honor to participate in the life of Union Church in this way. I have served on several boards and committees over the years, but this is the first time I have had such a public role in church meetings and ceremonies. I've blown my lines a few times, but somehow Union Church has kept going, and I have been forgiven my stumbles, something I am happy to say is one of our strengths as a church body.

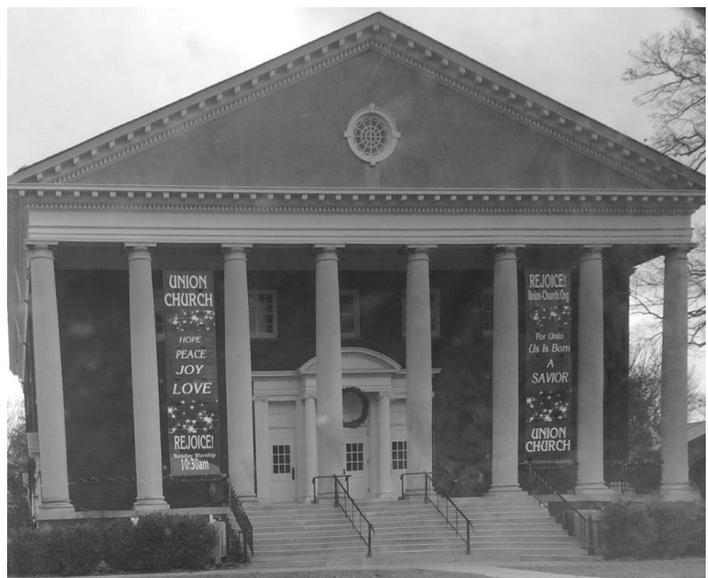
Though I haven't been directly involved with too many of the myriad activities of the church, I note that we are as active as ever. 2017 was another year of continued membership growth, and my part in welcoming new members is one of the joys of this position. Aside from the fact that we are a church that welcomes all followers of Jesus, it still requires dedicated work to bring in and keep those new members, and that leads me to a less joyful, or at least bittersweet duty I had to perform just a few weeks ago. Our beloved associate pastor Rachel Small Stokes was in no small way instrumental in bringing in those new members, but in February she answered a call to Immanuel United Church of Christ in Louisville, and I had to preside over her leave-taking. It is a joy to finally see Rachel's family all working and living in the same town, but it was joy tinged with sadness at ending our official covenant with her.

There is too much going on for me to even keep track of, leave alone detail, but one signature program that stands out to me and promises to add greatly to our mission is the recently inaugurated Stephen Ministry, which is now operational and is beginning training sessions for other Stephen Ministers.

Finally, on the more physical and practical side of our efforts to be good stewards is the solar electric installation that saw its first full year of operation in 2017. We are getting a substantial amount of our electricity from the sun, saving us over \$2500 at current electric rates, and producing enough electricity so far to power an average household for well over 3 years.

Thank you for the opportunity to serve.

Respectfully submitted, Paul Smithson



Report of the Pastor

“For everyone born, a place at the table, for everyone born, clean water and bread, a shelter, a space, a safe place for growing, for everyone born, a star overhead, and God will delight when we are creators of justice and joy, compassion and peace: yes, God will delight when we are creators of justice, justice and joy!”

--For Everyone Born, Shirley Erena Murray

In 2017 our partnership in the community and ministry with one another was very strong indeed. Members and friends made significant and continuing efforts both in the church and in the wider community to reflect the love of God in the face of a divisive social and political atmosphere, and great effort was expended honing our care and reach to each other in Christ’s service. Below I’ve commented on some of the significant areas of ministry that we engaged together this year.

Twenty Years!

2017 saw the 20th anniversary of our ministry together. I arrived in Berea in late February 1997 and joined the church the following week. My first day was March 1 and I was overwhelmed and delighted with the wonderful celebration of our partnership held this past March on St. Patrick’s Day! I was humbled and honored that we were able to use that occasion to raise funds for Berea Home Village, a cause important to me and many others as a means of helping us all age gracefully in the Berea we love so well. In all of the many changes that have happened over these last two decades, the commitment, passion and care of Union Church has remained a remarkable constant. I am so humbled and feel so blessed to be in partnership with you in God’s service!



Prayer in Action In the Wider World:

The inauguration of a new president also inaugurated fears and much unrest. The tone of intolerance, violence toward the already marginalized, and erosion of compassionate or socially responsive policies in every sphere of government activated our Christian concern for the vulnerable and victimized. This coincided with my first full year as president of the Kentucky Council of Churches, a group of 11 denominations and their 16 associated regional bodies already working together to “pray in action” with our Christian values.



Individually, too, members of Union Church helped promote the cause of women, their worth and value in all aspects of our society. Union Church was proudly represented at the Lexington

Women’s March where more than 10,000 of us demonstrated against division and mean-spirited identity politics and the mistreatment of women in every sector.

I, and many other members, put our faith into action by speaking publicly and personally to lawmakers about protections for the poor, inclusion of all Kentuckians in fairness laws, and resisting policies rolling back environmental protections and social supports. I, and many members, also engaged the serious question of students caught in the announced discontinuance of the Deferred Action for Childhood Arrivals (DACA) which would deport students who had been brought to this country as children, but who have essentially known no other country. As faith-filled people, many in our community have studied and planned to be of support to families affected by increased immigration scrutiny, and to DACA students whose protections are being withdrawn.



The church has so far not fully considered whether declaration as a “Sanctuary” church would ultimately be beneficial to those who might be in need of such services. While many would be in sympathy, discussions in 2017 centered on the better legal strategy of helping immigrants in personal homes. The church lacks basic shower and living accommodations, and so may not be well suited as a physical sanctuary. Nevertheless, a significant number of Union Church members have worked individually to be part of a network of support to Berea neighbors and friends should the need arise.

Your pastors, as well as our caring boards also continued our mission of visible and active inclusion of all persons, especially our LGBTQ community members and friends. Taking several forms, including fiscal sponsorship of the Pride Education Project, and creating LGBTQ safe space and dialogue, we hope always to demonstrate the inclusive love of God to all.

Programmatic Accomplishments

This past year saw the fruition of many important and long-sought projects, many of which are highlighted elsewhere in our annual reports. Particularly gratifying in the pastoral arena are the following:

- **Implementation of the Stephen Ministry lay care-giving program.** Thanks to funds from generous bequests, we were able to train three talented lay leaders and myself to become Stephen Leaders. These leaders in turn recruited, interviewed and trained our first 8 Stephen ministers in a process that lasted over 6 months. By the end of December these member were at work providing confidential, one-on-one, high quality spiritual care working alongside Rev. Rachel and myself. As 2018 begins, the team is already planning our next class so we can extend more care to more members. While a demanding program, the quality of care we are able to offer has already justified the investment. Thanks to our Leaders, Ministers, and the Nurture and Care Board for their continued support.



- **The Berea Leadership Experience.** BLE is a program for elementary aged children to teach peace-making, peer-mediation, non-violent communication, and self-care skills. Born of and inspired by the late Dr. Michelle Tooley, this was our first year reaching beyond a traditional Vacation Bible School to something that might impact a wider range of children with a deeper set of life-skills. Also “high input”, this investment was a great success with 49 children completing the week-long program. This program embodies our hope that the church can be a societal change agent, reaching beyond our walls with tools that heal. Our prayer is to discover how we might scale the program to include all grades, and be available to every Berea student.



- **Important Building Improvements.** Our Church Administrator and Properties Board worked diligently on several little seen, but critical projects, including completely refitting and refurbishing the Cowan Glass stained glass windows, repairing a long-blocked roof-drain in the education wing, and refining our solar energy utilization. Their actions mean that our facility and the ability to offer it in service will be strong and ready for years to come.



Personal and Pastoral Events

- **The Kentucky Council of Churches:** I was honored this year to represent Union Church as President of the Kentucky Council of Churches. As such, I spoke and lead at several ecumenical gatherings, including the fall annual assembly with the Rev. Dr. Traci Blackmon, preacher and social activist, and the Rev. Dr. Miguel DeLaTorre, ethicist and human rights advocate.
- **bell hooks Institute:** Additionally, I was honored to be asked to lecture at the bell hooks Institute in April, and have deeply appreciated attending the many important scholars Dr. hooks brings to our community. The questions of racism, how to dismantle toxic patriarchy, economic oppression and greed, as well as promote the right relationship of all God’s people remain an important focus for me and for our world.
- **St. John’s Bible:** Other events of note include the acquisition the St. John’s Heritage Bible by Berea College. This is one of only 300 facsimiles of the world’s first hand-calligraphied and illuminated bible since the invention of the printing press. Thanks to the gracious cooperation of Berea College archives and the Campus Christian Center, Union Church has been able to use these magnificent volumes in worship at special times during the year.
- **Wedding!** Two other events punctuated the year for me both personally and professionally. The first and foremost of these was my marriage to the Rev. Diana Hultgren in August of 2017. Diana and I are so profoundly grateful to our Union Church community for all the care, nurture, love and support that you have surrounded us with in our coming together. Our celebration was made all the more wonderful by the many expressions of your happiness for us and the many kindnesses extended to us by all of you. Not least of these was the opportunity to spend a wonderful two weeks in France on our honeymoon! I’m glad to report



that the joy of those early days has only increased with the joy of getting to spend our lives in each other's company.

- **Associate Pastor Departure.** The second was the more bittersweet announcement from Rev. Rachel Small Stokes that she intended to pursue another call to Immanuel United Church of Christ in Louisville. While many of us knew that her family circumstances might dictate a change, and that this call represented the next opportunity for her to use her many gifts, I and all of our congregation were sad to bid farewell to such a dedicated and talented ministry partner. Rev. Rachel gave notice on December 10, 2017 and concluded her service in February of 2018. I am so pleased to have had the 5 ½ year partnership that we shared and am proud of all she accomplished in here ministry with us. She was and is a “pastor's pastor,” and I will be always grateful for what she taught us.



Looking Ahead

As we look ahead there are two areas that present both challenge and opportunity. The first is the need to better understand and sustain our financial resources. None of the common markers or financial predictors seem to apply as they once did, and as such we found ourselves unsure of how to proceed with a faithful, responsible budgeting process at the end of 2017. On the one hand, participation, commitment, membership continues to be strong and well supported. In terms of dollars actually coming in, Union Church continues to be sound and in the black at the end of the year, but our projections showed we might have as much as \$25,000 deficit. In years past we have had a dip in the summer and a large influx in December. In 2017, neither of those patterns repeated. When we analyze our giving patterns, the data suggest that more people are giving more dollars, but that fewer people are choosing to report what they will be giving.

Thus when we tally pledges that show contributions \$65,000 short of projected expenditure, we have no way of evaluating if that is because of lack of funds to give or lack of willingness to report gifts that will eventually come. Our current stewardship system may very well need the attention of some expert consultants. Many other churches report that they too are experiencing significant shifts in giving habits. As we strive to be both careful and faithful in our stewardship we are looking for ways to be a worthy recipient of member and community money. We want to be both visibly effective and financially responsible to the mission our members and friends want to support. How to do that well, is a great challenge at the moment, and one I believe worthy of our attention.

The second of our opportunities is the question of “What is God calling and empowering Union Church to do now?”. The opening in our staff coincides with a planned review of “what next,” and makes possible some additional possibilities as we intentionally converse about what work lies ahead.

In the Spring of 2018 I have asked Church Council to form a task force to plan a Strategic Planning Process (see the proposal under action items.) The last time we engaged in this kind

of action planning was ten years ago and resulted in programmatic shifts in how we organized our boards, the desire for increased staffing (associate pastor and church administrator), and a capital campaign to renovate our building. There is both a need and an opportunity to refine our current vision and set new action plans into motion for what God is calling us and empowering us to do in this moment.

Our goal will be to engage a process through the spring that will gather thoughts, visions, hopes and dreams. Those will then inform how best to staff those visions, defining the portfolio of our next associate, or redistributing responsibilities among current or future staff. By the fall, we hope to have concrete actions so we can serve God in our context with the best of our resources and the best of our strategic initiatives.

This work is meant to be a kind of intentional prayer, including those new and old to our community, and significantly including those who are NOT part of the Union Church inner circles. If our mission includes being a servant to the community, not just to ourselves, we owe to them and to us to engage the question: what is needed? Can we help?

My sense after over 20 years of service is that Union Church is at its best when we set ourselves to work worthy of the passion and expertise God has assembled here. We thrive on the visionary, important work that challenges us. We wither when we “rearrange deck chairs” and get lost in internal minutiae.

I pray that as we move forward that our trust may again be placed in the voice of God speaking through the passion and concerns of those who are already in our midst. We will attend carefully, consider faithfully, and then act boldly to embody the life and ministry of the one who gives us life. The world is sorely in need of a potent witness to Christly service. May God grace us and goad us to be that kind of faithful servant to a world hungering for justice and joy.

Boldly and Creatively With You,

Rev. Kent



Report of the Associate Pastor of Faith Development and Community Life and Growth

“For I am convinced that neither death, nor life, nor angels, nor rulers, nor things present, nor things to come, nor powers, nor height, nor depth, nor anything else in all creation, will be able to separate us from the love of God in Christ Jesus our Lord.”

– Romans 8:38-39

These words from Paul’s letter to the Roman community echo the faith I have had and that has been grown in me during this year of great transition at Union Church. It was a year full of celebrations, program changes, staff transitions, and tragic losses, all of which we as a community bore with grace and aplomb, and throughout which we carried on in many wonderful ways. It was a year of great transition for me, too, as at the end of the year it became clear that this would be my last year with Union Church. And so it is with great joy, pride, and some sadness that I submit to you my annual report for 2017:

Celebrations

We are indeed a community of Justice and Joy, and I couldn’t be prouder to have participated with you in the many joyous things that have happened at Union Church this year. In March, we marked **Rev. Kent’s 20th anniversary as pastor of Union Church** with a grand St. Patrick’s Day-themed celebration spearheaded by Sue Peterson Blyth and Kevin Burke with great assistance from the Youth Group. The main dish was Light Roast Pastor, and we got to get some good fun and ribbing in, as well as lots of gratitude for Kent’s leadership. In September, the tables were turned for **a celebration of my 5 years at Union**, with a lovely lunch and fun times, led by Kevin Burke. Many, many people volunteered to make these fun and meaningful events happen, and we are deeply grateful.



We’ve also been blessed with an abundance of newcomers this year. They are not as many in numbers as some previous years, but most have jumped in feet first and are already changing our Body of Christ for the better. To support them, Community Life and Growth and I sponsored many **newcomers’ meetings, a potluck at Rev. Kent’s house in the summer, and several dinner gatherings**. Our newest experiment is Newcomers’ Dinner Church, an intimate and informal worship service over a meal (hosted by Shirley Carlberg and co-led with Susie Ritchie) that allows us to explore our faith journeys, calling, and gifts while getting to know each other.

Some of these folks came to us through CL&G’s continued **outreach to the community**, not only with ads on WEKU during Christmas time, but also by showing up at community events like Berea College’s God on the Quad, a booth at the Spoonbread Festival, and the new Berea Business Fair.

I also had the privilege of celebrating several **weddings** this year, including that of regular attendees Jen Eich and Amy Schill, several community members (Marisa Snider and Quentin Savage; Charles Combs and Daniel DeLeon; and Steven Schwartz and Leslie Maree Luther), as well as the cross-continental wedding of my cousin Erin Hogbin and her beloved Welshman, Mark Stack. As always, the joy of bringing couples into covenant with God spreads love throughout our community.

The thing I am most proud of having been part of this year is the **Berea Leadership Experience**, a peacemaking camp designed as an outreach to the wider Berea community to teach our children skills for mediation, meditation, media savvy, and love of creation. BLE is the outcome of a dream of many of you, a way to honor Michelle Tooley's legacy of peace and social justice education and a way to effect change in our community through the youngest leaders. While it was an effort by several churches and MANY community groups, Union Church had the primary influence in making this camp happen. Kim Kobersmith took on the esteemed role of Camp Director, and the steering committee (composed of Jenny Hobson, Jeff From, and me) along with lots of volunteers, guided it into place. We had 48 campers aged 6-14, and adapting a curriculum from Peace Village, Inc., we were able to introduce them to all kinds of leadership and peacebuilding skills. All was offered at a very low cost, thanks in great part to both volunteers and the Berea Summer Feeding



Service's contribution of food. It was humbling to watch the program work, as kids got into conflicts (as humans will do), and then learned peaceful ways of mediating those – some with outside intervention and some just by using the skills they had already learned. It was truly amazing and Union Church should be very proud to be part of it!

Staffing and Programing Changes

Faith Development did its share of hiring for the sake of our children's and youth programs this year. The **nursery**, especially, got a great renovation. At the request of our nursery workers, Martina LeForce and Hope Tarter, we moved the location of the children's nursery to room 104 in the education wing, allowing for a brighter and bigger playspace (to accommodate more kids!), and easy access to the playground. As part of this, the playground got a much-needed infusion of mulch, bringing it up to code and making it look a lot nicer (thanks to Paul Jacobs for leading that effort). At the end of the spring, Martina LeForce had to resign, and we were lucky to find Olivia Jacobs as her summer replacement, and then in the fall to hire Eleanor (Elly) Green and Michelle (Shelly) Mecham as replacements for the school year. They, with Hope, are continuing to provide excellent welcoming ministry to our youngest disciples. Because the new location is a bit harder to find, though, we need all members' help in guiding parents who would like to use the nursery to its new location.

The **youth group** also found itself bursting at the seams, and by the end of 2017 we had begun the process of hiring an Assistant Youth Minister to help Chris McKenzie be able to more fully address the needs of a growing group. (While not technically an event in 2017, I'm pleased to report that longtime volunteer Maggie Park was chosen in early 2018 as the Assistant Youth Minister.) The whole church got to have a taste of this powerful ministry at the Youth Service in August, at which three youth (Shane Wilcher, Ben Whaley-Jones, and Julia Whaley-Jones) shared incredibly and moving reflections about the way the church had changed them and helped them grow.

It seems important to note, too, that Faith Development offered a CPR training to staff and community members, and Elly Green, Chris McKenzie and I were all **trained in First Aid and CPR**. Hope Tarter already had this training, so your children and youth were in good, safe hands in 2017.

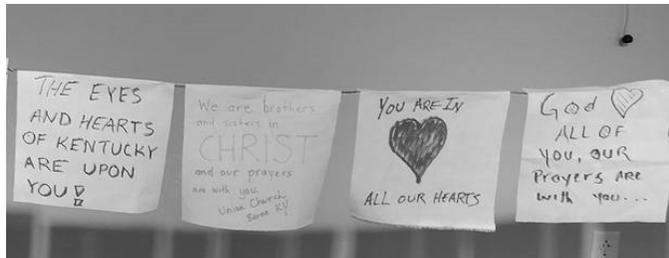
Community Life and Growth had a staffing change, too. Partly in response to Kevin Burke's death (more on that later), and to the changing needs of members, they decided to **hire Shirley Carlberg as a regular cook and organizer for Wednesday Nite Live**. This has provided great consistency, creativity, and frugality to the dinners, allowing them to be accessible to all comers. We still rely greatly on volunteers to help with providing soup, doing dishes, and setting out food. Great thanks to all of you who have served in that role this year!

Difficult losses

2017 left us bereft of some of our most beloved and active members, and it would be remiss of me not to mention how their loss affected our church community. It began in April with the sudden death of **Dave Napier**, who had just joined the church in January and was preparing to serve in several roles at the church. In early August, **Loretta Mountjoy** died after a long bout of illness, putting further closure to our relationship with the Women's Creative Sewing and Craft (Woman's Industrial) group that she had spearheaded for so long. Then, in late August, we lost **Andy Blyth**, our minstrel and cheerleader of all things social justice-related. In what came as a total shock to the community, the always-present and incredibly faithful leader **Kevin Burke** passed away very suddenly in October, leaving the Community Life and Growth Board that he chaired (as well as his wife, Carla Gilbert, and stepson, Rev. Kent) reeling and struggling to regroup as all of us mourned.

These losses had a deep impact on many leaders of our church community, and by the end of 2017 we were still very much in mourning, even as we tried to carry on. One of the things that can happen, though, as a community gathers to mourn together, is that **the legacy of those who have passed on** can be picked up and carried forward in memorial. That happened with both Andy's and Kevin's deaths: Andy's memorial became a tribute concert that raised money for both the Union Church Sound System and Songfarmers, a group dedicated to bringing "front porch" music to children in schools and communities. In tribute to Kevin, our annual hayride, which he had so often led, became a joyous memorial to him, as did our continuation of one of his passions: Christmas Caroling to our homebound members in the Trolley run by the Kentucky River Foothills transportation (thank you to Roger Cook for helping to make the trolley happen!).

Union Church also continued to **respond to local tragedies**, offering support with four Berea College students were killed in car accidents this year, and sending prayer flags to a church that experienced a deadly mass shooting in Tennessee. We also proudly sent groups to Frankfort and the Lexington and D.C. Women's Marches to advocate for policies that could end tragedies related to gun violence, health care, the oppression of women, LGBTQ+ persons, people of color, and more.



Continued Blessings and Good Works

Through all of this, Union Church continued many of its strongest programs that share the love of Christ through all things. In addition to **Wednesday Nite Live** providing regular access to community for youth and adults, our **Children's Church** kept going strong with its excellent volunteers and *A Joyful Path* curriculum from Progressive Christianity. So, too, did our weekly **Bible Study** led ostensibly by Rev. Kent and me, but really by the wonderful people who attend every week, and the **Praying the Psalms** group, led by Donna Eder and David Duffee every Tuesday. We had a great group of leaders for **Lenten activities**, the **Healing Arts retreat**, and **Noodling Around with Theology**. We hosted our annual **Pool Party** at the Berea City Pool, and held once again an **Impromptu Christmas Pageant** (which went on despite a bit of impromptu sickness on my part). We were also able to provide **summer kids' bulletins and Advent activity books** for families through the Illustrated Children's Ministry curriculum. When you start listing out all that Union Church does in a year, it's truly amazing!

My Departure and Blessing

My own life as your Associate Pastor changed dramatically throughout this year. I continued to be a member of the United Church of Christ's **Next Generation Leadership Initiative**, which taught me great things on team-building and allowed me to attend the UCC's General Synod. I also attended, with Rev. Kent, the **UCC Indiana-Kentucky Conference's annual gathering and association meetings**, as well as required Boundary Awareness Training.

Though I continued to be part of community groups like **Berea Ministerial Association** (where I helped spearhead advocacy for DACA recipients) and a volunteer for **BUURR** (Bereans United for Utility and Rent Relief), I was unable to attend many of the community events I would have liked to, both because we had moved to Lexington for the sake of maintaining our family, and because we were raising a baby/toddler.

These drastic changes in our personal life, which were much greater than we could have imagined, led me to the decision that, for the sake of my family, I would need to begin seeking a new call. That call came faster than expected, in the form of an offer to become the Designated Interim Pastor of Immanuel United Church of Christ in Louisville, starting March 1, 2018. **I announced in December that I would end my service as your Associate Pastor on February 11, 2018.**

This decision has been freeing for me and my family, but also heartbreaking. We have deeply loved (and continue to deeply love) our Union Church and Berea community. You have supported us through many difficult and joyous times, and you have been our soul companions on this journey of life. Great sorrow accompanies us as we leave, but we are also reminded of that passage from Romans that I referenced earlier. We are separated by distance and some professional boundaries, but we remain tightly woven in the body of Christ, unable to be separated from the love of God. I trust, too, that though this is yet another loss for the Union Church community for now, it is also an opening to a new opportunity for re-invention, innovation, and burgeoning new ministries.

I love you all, and will continue to love you and pray for you.

With deep gratitude,

Rev. Rachel



Report of the Acting Chairperson of Church Council

Quoting last year's report from the chair, "Church Council oversees the missions of the church subject to the congregation. It is where officers, board chairs, and staff meet to reach joint decisions and coordinate the efforts and activities of great people doing amazing work." One of those great people, Jeff From, continued as Church Council Chair this year, but resigned that position mid year due to work conflicts and his commitment to Stephen Ministry leadership. Jean Boyce, as an elected church officer, chaired the meetings for the remainder of the year.

Stephen Ministry Trainers travelled to St Louis for their training. Our first group of Steven Ministers has now been trained and some have already been assigned to specific partners.

Two joyful celebrations were Rev. Kent's 20th year with us in March, and Rev. Rachel's 5th year in September. Not to mention Rev. Kent's wedding in August

The finances of the church continued to be a major focus of the council.

Church Council approved and implemented a new **funding requests** procedure for use when requesting expenditures. This insures that we have full information about the project, budget required and possible funding source, vendor/contractor and rationale. These funding requests are normally considered quarterly.

We wrestled seriously with our dreams and wants to present a more realistically balanced budget. This year was further complicated with the resignation of our associate pastor. We've looked at creative ways to redistribute the budget to provide services and leadership for the areas Rev. Rachel oversaw. Each of us in our own way have both grieved for our loss and celebrated Rev. Rachel's new position at Immanuel Church of Christ in Louisville. After our December meeting Rev. Kent was exploring calling together a steering committee to lead us forward.

The Major Gifts Working Group had no report or plan for changes to our financial policy that would increase options for donors

All 10 boards are generally represented at each of our monthly meetings for reports, discussions and brainstorming. Attendance has not been particularly stellar this past year. We need to work on resolving that so that all boards consistently have voice in our decisions on behalf of the congregation.

Jean Boyce

Acting Chair of Church Council



Report of the Church Administrator

Working and serving with the staff and boards of Union Church is my joy. My report is always somewhat challenging for me, due to the support I provide so many and how rare it is for me to be solely responsible for any one project. As usual, you will find some of my report in the reports from other boards primarily the Administration, Finance and Properties Boards.

With the Administration Board we presented a staff handbook to the Church Council in February of 2018. This work has been a goal of mine for many years and most of the work was done in 2017. Thank you to the many people who have worked on this in one way or another over the years. Health insurance for non-exempt staff is something we work on annually and this year was no different. I worked with a health insurance broker who understood the complicated field and found a group plan that the church could offer.

The Finance Board made progress on adding to the Financial Policies. This work still needs to be fine-tuned before presenting to the congregation. Here is a list of other items I worked with the board on in 2017:

- The budget process was started in March of 2017 prompting boards and staff to plan much earlier than in the past in preparing our 2018 budget.
- I worked closely with our new Treasurer, Greg Lakes, to assist him in the work of that office.
- I talked to a number of consultants that assist congregations with finances to build relationships with them and learn about the services they provide.

The Properties Board has been supportive of another of my long term goals. It is one of putting in writing a life cycle - or depreciation - plan for the major systems of a building e.g., roofs and heating/air conditioning equipment. I was able to find an excellent template from a colleague at another church. I don't know them personally, but communicate by a national email group where other church administrators help one another out with various projects and concerns. This work again is ongoing, but a major step forward occurred in 2017 for which I am grateful. Here is a list of the other tasks I was a part of with the Properties Board in 2017:

- I found three companies that work with stained glass renovation and two of them presented bids. We decided to work with Classical Stained Glass of Cincinnati. The work was done in the fall. All the stained glass was removed and taken to their shop to be cleaned, flatten, and re-glazed. All the wood frame work was inspected closely for rot and any parts that were in poor condition were removed and replaced. Then all the exterior parts of the wooden frame were painted while the interiors were stained. Last the stained glass we reinstalled.
- After a water damage incident in 2016 the insurance money and funds from Merlin Kindel estate were used for the following



tasks in the Education wing of the church. Asbestos tile was removed in the first and third floor hallways, the third floor bathrooms and the stairwell landings at the west end of the education wing of the church. New tile was installed in all these areas that matched our renovated areas with the exception of the landing outside of Cowan Chapel. Here we were able to use a piece of carpet from the sanctuary remodel that occurred in 2014. The stairwell was also painted.

- I worked on two other projects that have not been completed for many reasons. One was the front porch of the sanctuary. There are areas that need to be resealed and caulked. The trick has been to find a company that can do this type of work and has time in to do the work. We hope to have this project completed in 2018. The other project has been finding light bulbs that meet our needs and work with the dimmer switches we have in the sanctuary. Again we hope to complete this project in 2018.
- I also coordinated the preparation and installation of gas ranges in the kitchen. CL&G requested funding for the ranges which was approved by Church Council in August. Gas lines and the ranges were installed in September. Lastly, I worked behind the scenes on the annual Stewardship drive with all the staff, but primarily our pastors.

Submitted by Dave Kobersmith



Report of the Director of Music Ministries

Union Church Choir Attendance/Enrollment - Throughout the 2017 year, the Union Church Chancel Choir enrollment continued to grow. As of February 2018, we now have 32 choir members on our roster, with an average of 24-26 members attending worship each Sunday. To help put this into perspective of how our music program is continuously thriving, I began with the Union Church choir only having 15 members, with an average of 12 people per Sunday. The choir has now doubled their membership and, for the first time in a long time, is almost consistently very well blended and balanced each worship service. This could not be done without the openness and friendliness that all choir members bring to our times together. This musical family is truly one of a kind.

Union Church Choir Collaboration In and Out of Worship - The choir has sung regularly in worship from January to May and resumed in September. Working with the musical forces of the First Christian Church, we collaborated in a wonderful World Communion Service on October 1st at Union Church. Music Director, Emilee Givens, and the FCC Choir are always an absolute joy to make wonderful music with during this special service.

For Easter, and throughout the remainder of the year, the Union Church Choir has had the joy of inviting Berea College music students and faculty to join in our music. On more than one occasion, we have been fortunate use their talents and hope that our continuous invitation will entice some to join our music program on a regular basis.

In February of 2017, the Union Church Choir participated in the 6th annual Spiritual of Festivals, hosted by Berea College. This special event was a wonderful way to celebrate Black History Month, and showcase the musical talent that the Union Church Choir has. The choir is always looking for opportunities to collaborate with outside groups in and out of worship services.

Summer Music Program - This past summer, the Music Program continued the third year of a summer music program. Programming included: Summer Choir, Summer Handbells, a Handbell Workshop, Beginning Theory Courses, a Hymn Sing, and August Guest Musicians. Every program was very well attended and was very appreciated by the congregation. With the work of Pearl Marshall, we will soon begin the planning stages for this year's summer music program to create another fun, musical summer! We always have open ears to hear from the congregation on what they would like to gain from the summer music program.

Choir Robes for the Union Church Music Program - Over the summer, the Music Program purchased new robes for the Chancel Choir and the Handbell Ensemble. The old choir robes were unrepairable, outdated, not matching, and we simply did not have enough to fulfill the needs of both ensembles. Thanks to the memorial funds from the Pross, Payne, and Bates family, we were able to purchase the robes from Regency Cap and



Gown for \$4,842.37. The Union Church Music Program thanks everyone who contributed to these robes. We will have many years with these beautiful additions.

40th Anniversary Steiner-Reck Recital - On October 29th, the church celebrated the 40th anniversary of our sanctuary organ with a recital and reception. Our recitalists included Gabriel Evans, Director of Music Ministries, Union Church; Jon Johnson, Director of Music and Organist, Church of the Good Shepherd; and Dr. Schuyler Robinson, Professor Emeritus, University of Kentucky. Dr. Robinson was one of the organists who played on one of the first dedication recitals when the organ was first installed. All three organists presented a recital that showcased the abilities of our organ not only being used for a church organ but showcasing its abilities to be one of the greater concert organs in this area. We easily had more than 100 people attending the concert and were able to record a wonderful video thanks to Jack Marshall. A wonderful reception was given by members of the Union Church Choir, Handbell Ensemble, and Worship Board.



INSTRUMENT MAINTENANCE

Sanctuary Piano - This church is extremely blessed to have such high-quality instruments – unusual to be found in a church. Through our quite large instrument maintenance budget, we are able to keep our instruments in pristine condition. The pianos, organs, and handbells have all benefited from this budget, and the music program thanks the church for providing the funds to do so.

Last year, it was stated that some extra work needed to be done on the piano. The plans for this project fell through due to maintenance funds needing to go to purchasing new foam for our handbell tables (something that was a much higher priority). Between that project and extra money going to the organ this past year, we were unsuccessful in having this work done to the piano.

A reminder of what needs to happen: It is time for the piano to have the hammers and hammer shanks replaced, and have the keyboard action regulated. What does this mean? Our regular piano technician, Greg Sexton, will come in, adjust the keyboard to make it equal weight, and will replace the hammers and shanks to make all of the strings equal in tone and timbre (sound of the piano). We will also be looking into purchasing a humidifier system for the piano.

The estimated cost of this project is still being calculated by our piano technician, but a rough estimate of \$2,000-\$3,000 is what we should expect. Throughout the month of April, we will be running a campaign to give the congregation the option to “fix a key.” The piano has 88 keys. Dividing that by the total cost, a person can fix a key for a smaller donation. Of course, anyone is welcome to fix as many keys as they wish!

Does this problem need to be fixed now? Yes, it does. The piano has not had any overhaul work done to it since its purchase in the 1980s – that’s a wonderful thing! The piano is to the piano that it sounds too bright and almost tinny (it’s starting to sound like a saloon piano). This problem will only get worse and worse as time goes on. We have many great musical events that come to our church. We want to make sure that we are able to provide top quality instruments for our church to be recognized for its wonderful music and instruments.

The Steiner-Reck Sanctuary Organ - Much of last year’s report on the organ will be highlighted in regards to the condition of the organ. After almost four years of being at Union Church, I have been blessed to play one of the finest instruments in Central Kentucky. Our organ maintenance technician, Pete Webber, has graciously served our church by overseeing the maintenance and upkeep of both organs. Throughout my time at Union, we have seen many issues that have been going on with the organ that simply cannot be fixed in a regular tuning session (i.e., some pipes cannot physically be tuned due to many issues, noises happen from the organ that cannot be fixed, wind pressure issues, notes not staying in tune). I find time after time, speaking with Pete that we encounter the same problem of him saying, “One day I need to come here and completely fix this...completely fixed that...replace this, or, there’s nothing that can be done without me taking it apart.” What does that mean? It is time to begin planning and thinking about having the organ shipped off, be restored, and have extra work put into it.

What does it mean to have the organ restored? To have an organ restored simply means what it sounds like – things are dirty, not working properly, and it’s time to take them back to the factory to be fixed and cleaned. The organ pipes would be completely removed from the case, shipped to an organ building factory, fix any broken pipes, rebuild/reshape pipes, clean out the organ case, fix anything that might have been put in wrong the first time, and be put back together. This is a major undertaking that cannot be done within the church and takes many months to complete. This is also a wonderful time to think about whether we want other services done to the organ, such as replace all the trackers, add digital stops to have more sounds, etc.

Is the organ going bad, and what does this mean? No, the organ is not going bad. As stated before, we have one of the top quality organs built in Central Kentucky. The organ is 40 years old. That is 40 years of built-up dust, of bugs running through it, and it has been through two major renovations. That is a lot of dirt to be stirred around. All pipe organs eventually have to go through this process, and this is about the time that it has to happen. Think of this process as preventative maintenance on a vehicle. The car is at 100,000 miles but has the potential to make 500,000. All that needs to be done is a very large (and costly) overhaul of the car. You don’t need a new car or engine, but you have to replace some things, replace some bolts, clean up parts, and lubricate here and there. It is the same concept with the organ. This organ will last many, many years, but is going to need some work to be done



in order to make it happen. When this organ was designed as a tracker organ (mechanical action), it was known that this would eventually need to be done. Thanks to the wonderful efforts of Judy Drake and John Courter, the organ has proved to be just as reliable as promised. If this had been any other style of organ, this would have happened 10 years ago, and we would be looking for a massive number of other fixes needed. So, when you ask, “was this organ really a good investment?” It definitely was!

What’s the cost and when does it have to happen? Last year’s report stated that it would need to happen within five to ten years. This year has proven to be a bad year for the organ and shown that we really need to get started on this project. We have had numerous issues with the organ (and many calls to the maintenance man), and have even gone one Sunday without organ due to a critical issue.

Until we know exactly what needs to be done, we cannot estimate the cost. In order to play it safe and overestimate, we could guess that the work needs to be around \$80,000 (if not more). Throughout the spring and summer, we will begin inviting organ builders to come and inspect the organ and offer bids. Once we have that settled, we will address the congregation on what further steps and plans need to be taken.

From the Director of Music Ministries - I am very grateful for the opportunity to serve my fourth year as Director of Music Ministries. Throughout my entire time at Union Church, I have been truly blessed to have the opportunity to work with such talented and loving individuals. All of this wonderful music and hard work could not be done if it were not for the support of the choir and handbell choir members, musicians, and leaders at Union Church. I am exceptionally thankful to have Pearl Marshall collaborating on my team, and being fortunate enough to make beautiful music with her and UCHE. Without her, and those who make up the choir and UCHE, the music program would not be anywhere near the caliber that it is. Our music program is becoming known to many people outside of the church (and the state), and it makes me ecstatic that people know us for our great ministry and our phenomenal music! I look forward to another musical year with Union Church, and I am very excited to see where the future takes us!

With Peace and Love,

Gabriel Evans, Director of Music Ministries



Report of the Handbell Director

Membership - Participation in the handbell ensemble is open to everyone, regardless of previous music experience. While membership numbers always fluctuate with the personal schedules, we are delighted to consistently keep enough ringers on the roster to create the spiritually satisfying music we've come to expect of ourselves.

Handbell Ensemble Retreat - Last January, we gathered at the Friends Meeting House for an all-day retreat where the ensemble did some ringer-led group building and music activities, and began rehearsing repertoire for the upcoming handbell festival. Of course, a delicious pot-luck lunch and joyous fellowship accompany this event. It has become a regular part of our program that we look forward to each year.

Spring Handbell Festival - Several members of our ensemble traveled to Covington, KY last March to participate in our second Handbell Musicians of America Spring Handbell Festival with over 400 other ringers from Kentucky, Ohio, Indiana, Michigan and West Virginia. The event included many class opportunities, as well as massed ringing under the baton of a well-known leader in the handbell community.



Community Concert - Last April our ringers participated in a community concert with handbell ensembles from 4 other churches from Richmond and Winchester. It was a new and interesting experience to watch and perform for other ensembles in our area.

Summer Program - Continuing the no/low-commitment format of our summer offerings, handbell anthems requiring only one rehearsal were offered in worship in the months of June and July. We also had a workshop where we focused on the "advanced" skills of weaving and 4-in-hand.

Advancing New Skill/New Growth - Our ringers continue to improve their technique and music reading proficiency. They are becoming more confident with bell changes and challenging rhythms, and have been voluntarily stretching themselves in music difficulty and the acquisition of new ringing skills.

New Equipment - This year we were delighted to acquire some much-needed new foam for the tops of our tables, as the original foam had deteriorated. With donations, we also purchased music stand lights to facilitate participation in evening services, and replaced our worn performance gloves with white ones to match our new choir robes. Our singing-bell dowels were a gift from one of the ringers. We still hope to expand our instrument to the standard five octaves of both handbells and chimes.

It has been another exciting year for the Union Church Handbell Ensemble. We have a wonderfully enthusiastic, dedicated, and adventurous group of ringers, yet we couldn't accomplish all of this growth if it weren't for the able support of our Director of Music Ministries, the pastors, and Worship Board.

Respectfully submitted by

Pearl Marshall, Handbell Director

Members who have joined January 1- December 31, 2017

Donna Abner
Katie Litteral
Ben Groth
Chloe Groth
LaRee Jacobs
Dave Napier
Susan Pross Kramer
Stanley Kramer
Ellen Mink
Joseph Jacobs
Jeff Melton
Jennifer Melton
Cheryl Caruso Payne
Diane Jennings



Members who have died January 1- December 31, 2017

David Napier
Steve Parks
Kevin Burke
Loretta Mountjoy
Andy Blyth
Long-time out-of-town member Dorothy Grossman
Friend of the congregation Don Robertson

Active members & participants who moved away or transferred

January 1- December 31, 2017

JT Coleman and Ryan Wells
Matt and Carrie Jadud
Katie Litteral
Donnie and Darlene Lytle
Debra Taylor
Mary Nash
Martina Jackson

Active members who have transferred and/or been shifted to inactive status: 18

Membership

After careful examination and review of our records in consultation with Rev. Rachel Small Stokes, our membership as of December 31, 2017:

Active members	222 (-20)
Active Participants	80 (-8)

Submitted by Jean Boyce, Clerk

Report of the Administration Board

While the list below may appear short, it represents many hours of outstanding work by the following board members - Ellen Mink, Gail Wolford, Marty Hensley – chair, Sharona Nelson and staff liaison, Dave Kobersmith.

- Presented first version of the Union Church Staff Handbook to Church Council. Work will continue on additional policies in 2018.
- Group health insurance plan for staff scheduled more than 20 hours per week.
- Made handbell choir director a 12-month employee position.
- Made budget provision to add a second youth minister position.
- Added sabbaticals as a recurring budget item to accumulate funds for pastoral sabbatical expenses.

- New copier for church office.



Report of the Community Life & Growth Board

In 2017, as part of Union Church's mission to offer "unbounded hospitality to build a beloved community of Christ", the Community Life and Growth Board continued to focus on providing fellowship opportunities for our church family and welcoming newcomers into our congregation. These two facets of our board activities allowed for many exciting and varied ways to interact with our parishioners and expand our membership.



This past year has been extremely sad and difficult for the CL&G Board. In October we lost our beloved leader and chair, Kevin Burke. For years, Kevin was the very heart of CL&G and was responsible, sometimes single handedly, for so many of our endeavors. We miss him terribly and will never be able to begin to do the many things that Kevin did behind the scenes. We will be ever grateful for this faithful servant and friend.

In December another of our board members, Katie Litteral, moved back to her home in New York. Katie was tireless, quiet and ever present in her help with WNL, Sunday coffee/lemonade and so many other things. We so appreciate all she did in the short time she was here with us.

Then, of course, in February our beloved Reverend Rachel finished her tenure at Union Church. She was our rock and we will never forget her invaluable contribution to our board, her ideas, support and hands-on help and, most of all, her steadfast friendship.

Despite these unprecedented and very sad losses during our year, the CL&G Board, with the help of many others in the congregation, was able to carry out our overall mission.



Our Sunday fellowship continues after worship with Coffee in the Parlor during the cooler months and Lemonade on the Porch in the summer. Wednesday Night Live is a special time to come together weekly to fellowship and share a meal. This year we welcomed Shirley Carlberg as our chef. We are so thankful to her for all the planning, shopping and preparing of our

delicious dinners. Mission board continued to offer a program after WNL once a month and on other Wednesdays we enjoyed singing, storytelling and playing games together. We are grateful for all those folks who make WNL possible, providing pot luck dishes for the first Wednesday, bringing soups during the winter, making coffee, helping to set up, and participating in our mission programs and recreational activities. We are also so appreciative of our youth who have assumed responsibility for many great WNL dinners this past year.



In addition to the ongoing Sunday fellowship activities and WNL, CL&G also coordinated the Burger Bash and Pool Party. We had the

Hayride at Reverend Kent and Diana's home after Kevin's Memorial Service and in his honor for the many years he assumed responsibility for this fun evening. In addition to countless other folks who did so much for that gathering, we are particularly grateful to Sune Frederiksen and Dave Kobersmith for making the hayride happen, Jimmie Lewis for extraordinary grilling and Laura Nagle of so much help with food and set-up. In December, we enjoyed Christmas Caroling after WNL and so appreciated Roger Cook getting the trolley and driver for us. The Christmas Eve Reception is always a big event in the life of the CL&G Board. This magical evening would never happen without the unfailing help of Bob and Jean Boyce. It's impossible to ever thank you.



Using the information gained and faithfully collated by Patti Smithson from the pew folders, we contacted newcomers to our congregation through phone calls by the pastors, emails and personal notes. On the second Sunday of each month we welcomed new members.....13 total for the year. On the fourth Sunday of the month we had a Newcomer's Meeting after the service to share our stories, answer questions and offer information about the church. There were three dinners for newcomers and newly joined congregants hosted by the Carlbergs. We are grateful to Shirley for her wonderful meals and to the Carlberg family for all their work to make these events special. During the last dinner, held in fall, we changed our format somewhat and offered a dinner church with communion. This idea was brought to us by Rev. Rachel and was a very meaningful experience.

We offer our sincere thanks to all our church family who stepped up to help us during this difficult, but still very busy year for CL&G. We are especially grateful to Rev. Rachel for her guidance and leadership of our board during her time at Union Church. We would not be where we are today without her.

Respectfully submitted
 chair),
 Annriette Stolte and



by Susie Ritchie (acting
 Stephanie Runyon,
 Betsy Whaley.



Report of the Faith Development Board

- **Berea Leadership Experience:** Faith Development coordinated with the steering committee to provide a peace-based summer camp for 50 Berea children, in memory of Michelle Tooley.
- **Lent 2017:** Supported a variety of faith growth experiences during Lent.
- **Christmas 2017:** adopted a new pageant script and provided advent devotional to families
- **Children's Church:** adopted and added a new curriculum for our children's church program, led by Laura Nagle, to better serve our elementary aged parishioners. trained 4 new teachers.
- **Nursery:** revamped our church nursery in a new space to better welcome families and provide opportunities for outdoor play. Hired and trained new staff. Our nursery is growing under the care of Hope Tarter, Michelle Mecham, and Eleanor Green and a squad of dedicated subs.
- **Youth Development:** Began the process of hiring an assistant to Chris McKenzie, Youth Director (Maggie Park was hired in '18). Sent our youth to Passport Camp. Began process of visioning a concrete mission for our Youth Group. Helped Chris complete training in Our Whole Lives, which Chris is now teaching, along with Carla Gilbert. Youth service in church.



THE ANSWER IS ALMOST ALWAYS *love*
#UCLENT2017

MARCH	22 - WATER	
1 - DARKNESS	23 - DWELL	
2 - MERCY	24 - CALL	
3 - CLEANSE	25 - TORN	
4 - REPAIR	26 - LOVE OF NEIGHBOR	
5 - LOVE UNBOUND	27 - GO	
6 - JOURNEY	28 - ENDURE	
7 - PROTECT	29 - HEAL	
8 - TEACH	30 - DEEP	
9 - JOY	31 - OPEN	
10 - FAITHFUL	APRIL	
11 - MOUNTAINS	1 - WAIT	
12 - LOVE IN ACTION	2 - LOVE OF SELF	
13 - HOUSE	3 - REVIVE	10 - SERVE
14 - FRUIT	4 - GRATITUDE	11 - LABOR
15 - HEART	5 - FIELD	12 - WITNESS
16 - INVISIBLE	6 - GLORY	13 - CUP
17 - ENOUGH	7 - TRUST	14 - DEAD
18 - WELL	8 - PLEA	15 - ROCK
19 - FAMILY LOVE	9 - LOVE OF GOD	16 - LOVE IS ALIVE
20 - LISTEN		
21 - KISS		



Report of the Mission & Service Board

The Board got off to a slow start this year due to a lack of losing board members and my inexperience with the board functions. We did the best we could and learned a lot about the mission and service of Union Church. We were able to bring together several events. A booth at the Spoonbread Festival for the first time with many volunteers from the congregation. Thank you all. We also brought - together with St. Clare Catholic Church and the Quakers and Peacecraft - the Alternate Giving Christmas event at the Acton Folk Center. Thanks to those who helped with set-up and providing cookies. There were also opportunities provided to various charities to present their goals at Wednesday Night Live.

Checks were sent to the many local and international charities which we support regularly. With the assistance of Rev. Rachel and Rev. Kent we were able to provide funds to folks in need.

Submitted by Sally Zimmerman, Chair



Christmas With A Conscience

Give Gifts of Charity for Those You Love!

Sponsored by PeaceCraft & Local Churches

Gifts that Matter, Joy that Lasts!



Experience Giving That Makes a Difference!

THE FEMINIST ARTISTS OF KENTUCKY AND FRIENDS PRESENT

THE **THIRD ANNUAL**

Image of Ghana

Art Exhibit and Fundraiser

UNION CHURCH GALLERY (DOWNSTAIRS)
NOVEMBER 1ST - 29TH
HOURS: 9AM-5PM MONDAY - FRIDAY
TO PURCHASE, CONTACT: (859) 358-0721

All Proceeds will support:



Hurricane relief in Puerto Rico



The repair/replacement of school uniforms for students in the small village in Komfeuku, Ghana.

WE ACCEPT PAYMENT AND DONATIONS BY CHECK, CASH, AND CREDIT CARD.

Report of the Nurture and Care Board

2017 was a year of growth in stability and purpose for the Nurture and Care Board with the transformation of Stephen Ministry from an idea to a reality. Jeff From, Betty Hibler, Kent Gilbert, and Mary Lou Wiese were trained as Stephen Leaders and helped interview and train individuals to serve as Stephen Ministers to the congregation. These eight ministers are actively reaching out to individuals in the church community and the feedback from this contact has been very positive. Other members have applied to be trained in 2018 as members of the church become increasingly aware of our commitment to being a "beloved community" for all. We rejoice in the acceptance and cooperation of the church community in the new extension of an essential form of nurture and care.



On the Nurture and Care Board itself there are three new members: Stanley Kramer, Lisa Bosley, and Donna Abner. Stanley is providing the valuable asset of providing transportation for any members with appointments for medical needs, or who lack consistent forms of transportation. Members of the congregation are also encouraged to call for rides to the grocery as needed. If needed, groceries can be picked up from stores that provide click it services or shopping can be done for those unable to do this for themselves. On that note, please let us know if food is needed for any reason. This service has been highly appreciated by many members of the congregation and calls have been made from members of other congregations. These calls are honored if possible.

Donna Abner is working diligently on bringing the grief books up-to-date and establishing a more efficient and frequent visitation schedule. This aspect of nurture and care will be our primary focus in the year ahead. To assist in this we request that any member of the congregation who knows of anyone desiring a visit let us know at 260-571-4959 (Mary Wiese). We intend to help our members stay at home as long as possible and to that end we will be assisting with small and large tasks especially for our senior members. Current plans work with Berea Home Village as well as the pastoral staff at Union. Nurture and Care Board wants to help with unmet needs as they arise in our midst.

Lisa Bosley and family have been working to aid in hospitality and service by supplying treats and coffee for fourth Sunday. The family also fearlessly provides setup and cleanup for fourth Sunday. We are especially proud of Cora Livingston who bakes for all, as well as being the youngest choir member. Nurture and Care thanks the dozens of people in the congregation who visit others faithfully and lovingly. We would like to know about these visits, so we can document them and help to supply small gifts, flowers, or cards for the visits. The Nurture and Care Board exists as only a small part of the loving ministry of the entire community and we thank you for countless unseen gifts of love to others.

In Christ,
Mary Lou Wiese

Report of Pastoral Relations Board

The Pastoral Relations Board serves to enhance the healthy relationships of the pastors with each other and the congregation. In addition, the Board is directly concerned with the physical and spiritual health and growth of the pastors.

We have combined the four members to a team Kent, and we are currently looking for a fifth board member. We have also offered a safe space and time for those needing extra help with the departure of Pastor Rachel, announced in December of 2017.

Given the approach to the meetings and to maintain privacy, PRB does not submit written monthly reports. However, since we do not deal with finances and we don't have any budget assigned to us, monthly public accountability is not critical.

Pastor Kent has continued his strong relationships with his home denomination, United Church of Christ, and have participated in meaningful conferences for personal growth.

Blessings,

Susan A. Doring-Zook, PRB Chair



Report of the Properties Board

Members: Steve Boyce (Ch.), Sally Hindman (Sec.), Paul Jacobs, Bob Boyce with staff support of Dave Kobersmith.

With help from Dave Kobersmith, who managed many daily maintenance problems and supervised several sub-contractors, and several members of the Congregation, the Properties Board accomplished a number of projects. A continued “thank you” to: Steve Boyce and Josh Bills (MACED) for all their work developing energy efficiency; and Berea College Facilities Management for ongoing landscaping and recycling.

In addition to planning for future needs, the Board gave priority to critical maintenance and repair projects, and additional projects involving safety, potential water damage, and energy conservation, including:

Safety

- Playground chips were delivered and leveled and playground equipment with safety issues was removed. Leadership and work by Paul Jacobs was invaluable due to his knowledge in the area of playground safety.



Maintenance

- A roof drain on the office/classroom wing of the church had a blockage in the drain pipe where it went under Cowan Chapel. It was re-routed to go into the drain lines installed in 2012 to drain the window wells and community room/basement.

Energy Conservation

- Monitoring of natural gas and electric usage by Steve Boyce and Dave Kobersmith. Total annual expenditures for natural gas and electricity between 2010 and 2017 (with rate changes taken into consideration) declined by 37%. One reason we haven't seen a larger decline with the solar panels is because we payback the Hutchins Fund that was borrowed from for the panels (see solar report below). There has been a corresponding decline during that time period in the MMBtu's per degree day. (The Church's "energy footprint."). Between 2016 and 2017 there was an increase in the MMBtu's per degree day after many years of decline largely due to the need to run the air conditioning at a lower temperature in the basement areas to keep the humidity level and potential mold in check due to a very wet summer.
- Replacing T8 four foot florescent bulbs to with four foot LED bulbs would reduce energy use for those lights by 40%; it was decided to replace the bulbs in the office area the most used lighting in the building; planning and equipment were started in 2017 and will be completed in 2018.
- Began a study of our hot water use and costs associated with each hot water heater. At this point we believe that looking into the cost of changing the water lines so the office/classroom section of the church used the newer more efficient hot water

heater off the community room may be the best solution. Bids for this project are being gathered.

Improvement

- Cowan Chapel Stained Glass windows – Classical Stained Glass of Cincinnati, Ohio was hired to repair and paint the wooden sashes and clean, repair and flatten all the stained glass windows.
- Started capturing information about major building systems e.g. heating and air conditioning, roofs, etc. We are tracking when these systems were installed and the cost and using industry standards for the life cycle of each to prepare the congregation for necessary replacement costs.

First-Year Solar Energy Report, August, 2017

This energy report is based on data over the first full year since the Union Church 20 kilowatt system of solar panels began generating, from July, 2016 through the end of June, 2017. The report consists of three observations corresponding to the three main projections made in “A Proposal for Installing a Substantial Number of Solar Panels on Union Church” we (the Properties Board) presented to the Church Council and subsequently to the Congregation:

1. The 20 kilowatt system installed should “generate about 25% of our electrical usage.”
2. It should take 15-21 years to repay the Hutchins Fund \$36,000 from savings on energy and demand charge, depending on how electrical and demand charge rates change over time. The higher rates go, the faster repayment will occur.
3. It is “reasonable and conservative at this point” to assume that “a 20 kilowatt system would save 10% on demand charge.”

Three observations drawn from the first year’s data:

1. The solar panels generated 34.3% of the first year’s electrical usage. ($26,285/76,625 = 0.343$) This appears to be due to the panels’ generation rate and a continuing decrease in the amount of electricity we are using.
2. The Hutchins Fund was reimbursed \$1,968.27 over the first year. At that rate full repayment would occur in 18.29 years. ($36,000/1968.27 = 18.29$). If electric and demand charge rate go up over time as expected, the rate of repayment will increase.
3. The percentage saved on demand charge during year one was 9.9%.

Altogether the first year’s data is very encouraging.

Report of the Worship Board

The Worship Board urges all church members to help us provide “unbounded hospitality” by welcoming visitors before and answering their questions after services. Simply saying “I don’t know you. I’m ___.” lets you start a conversation to meet new friends and welcome visitors. After the service, please tell visitors you hope they enjoyed the service and hope to see them again.

We are always looking for volunteers. Can you help as a greeter, lay leader, with offering and communion? We also seek help operating the sound system and creative, new ideas to decorate the sanctuary for Advent, Lent, and other church seasons. Volunteer on the church website or talk to any member of our board.

As the Worship Board we:

- Assist with services. We straighten the sanctuary and prepare the elements for communion. We welcome members and visitors to services. We especially try to welcome visitors orienting them to church facilities such as the nursery and hearing assistive devices. We collect the offering and assist with communion.
- Arrange for lay leaders, acolytes, and volunteers to help with greeting, offering and communion.
- Help decorate the sanctuary for the various seasons of the church year.
- Coordinate with the pastors and music staff to enrich the worship experience such as suggesting new ideas for services, sanctuary decorations, and music experiences.
- Arrange for pulpit supply as needed.

We couldn't do all this without a lot of help. We especially want to thank:

- All our volunteers who assist with greeting, offering, communion, lay leadership and decorating the sanctuary.
- Those who musically enrich our services by serving on choirs, hand bells, as soloists and guest musicians.

Especially we thank Gabe Evans

and Pearl Marshall for their leadership and inspiration.

- Jack Marshall and Marty Hensley for audio-visuals and web broadcasts of our services.
- Barb Smith for baking the gluten-free communion bread,
- Sayer Kobersmith for being our acolyte,
- Most importantly, we thank everyone for your enthusiasm and support. We especially appreciate your help in welcoming newcomers and manifesting the vision of our Mission Statement.



This year we:

- Helped send the majority of the Hand Bell Choir to the Area 5 Hand Bell Festival two-day concert festival.
- Helped get new choir robes to replace the old, frayed, robes. We also helped get additional bells for the bell choir. We hope you like these improvements to the music program
- Developed assignment slips for offering and communion volunteers. The slips help volunteers understand their responsibilities and let us insure we have the right number of volunteers.
- Began prepositioning communion elements in the balcony so the choir can serve themselves. This is more convenient for the choir and for us.

For the future we will:

- Work to address long-term sanctuary needs. They include a new sound system, improvements to sanctuary lighting, and a major rebuild of the sanctuary organ.
- We hope to begin planning earlier for major church seasons and to include new creative ideas.

The Worship Board:

Sue Peterson Blyth, Doug Hindman,
Susan Pross Kramer, John Payne, Chad Runyan



Report of the Multi Media Team

YouTube Channel Stats (June 2, 2016-Feb. 25, 2018)

5741 video views	29,492 minutes viewed
236 videos uploaded	52 Subscribers vs 24 on Ustream
(Ustream total views 16,292 since 9/21/2014)	433 videos on Ustream.

The explanation for the 203 video difference between Ustream and YouTube is due to the fact that we began broadcasting in high definition on June 2, 2016 when Jack and Marty took over the sound and video for the church and Jack created the Union Church YouTube channel.

At present we are training three additional adults to help with the multi media ministry in addition to the two or three youth that also have a basic understanding of how to do what we are doing.

On a typical Sunday as soon as the service is completed, the video is immediately available on both Ustream and the churches website. Within a few hours of the services conclusion it is automatically uploaded to YouTube. Within a day or two the sermon is excised from the full service and posted as a separate video on YouTube as well. When requested, other parts of the service are edited out and made into their own separate video. This could include special music, or other highlighted events from the day.

The multi media team is usually on site by 9:30 AM on Sunday mornings and upon the conclusion of the service we spend about 15 or 20 minutes cleaning up and uploading files to their appropriate places. One other media file we provide each Sunday is an audio recording of the service for use in the transcription of the sermon. We use Dropbox to pass this file on to Jane Warth. Depending on the weeks events, we spend between five and 10 hours a week working on sound and video.

If there is a special event at the church, such as a wedding or funeral or college event, we are often called in to handle those situations as well. Currently we charge \$100 for sound support, and \$50 if they would like the event videotaped.

The multi media ministry of the church is obviously reaching a large audience and has become a great way for us to get our message out into mainstream social media.

In closing, many of our viewers are of course heavily located in the United States. We also have regular viewers in Canada, Australia, Sweden, the UK, Germany, Brazil, the Philippines, France, Japan, and United Arab Emirates.

The creation of the YouTube channel came about when I asked Kent a simple question, "how can we get our message out to the world?" As you can see, our messages are far reaching and are impacting many peoples lives.

Respectfully submitted,

Jack Marshall, Media Coordinator

Report of the Church Finance Board

Here are the highlights of 2017 from the work the Church Finance board has done:

- Studied documents related to fundraising and possible consultant.
- Board carefully studies and monitors the financial reports each month.
- Continued work on Financial Policies and Procedure Manual.
- Began budget planning process with all boards earlier than previous year.
- Welcomed Greg Lakes as new Treasurer as of February 2017.
- The Board supported the staff in the Fall Stewardship Campaign.
- The Board began study on how the departure of the Associate Pastor will affect the 2018 budget.



2017 Profit & Loss Budget vs. Actual January - December 2017

	ACTUAL	BUDGET	REMAINING	% OF BUDGET
Revenue				
4100 Pledges & Gifts				
4110 Plate Offering	8,301.34	8,000.00	-301.34	103.77 %
4120 Pledged Gifts	284,952.19	269,079.00	-15,873.19	105.90 %
4130 Unpledged Gifts	41,970.50	43,000.00	1,029.50	97.61 %
4140 Spring Forward Gifts		15,000.00	15,000.00	
4150 Spec Collections for Operations	1,078.07	1,000.00	-78.07	107.81 %
Total 4100 Pledges & Gifts	336,302.10	336,079.00	-223.10	100.07 %
4200 Fundraising Income				
4201 Kroger	710.09	800.00	89.91	88.76 %
4202 Amazon Smile	263.35	100.00	-163.35	263.35 %
4221 Lunch Fundraisers		1,000.00	1,000.00	
4221.1 Income	1,191.56		-1,191.56	
4221.2 Expense	-90.60		90.60	
Total 4221 Lunch Fundraisers	1,100.96	1,000.00	-100.96	110.10 %
4222 Special Events, Concerts	-100.00	100.00	200.00	-100.00 %
4222.3 Solar Eclipse - income	780.00		-780.00	
4222.4 Solar Eclipse - expenses	-249.18		249.18	
4222.5 In These Fields - income	654.00		-654.00	
4222.6 In These Fields - expense	-100.00		100.00	
Total 4222 Special Events, Concerts	984.82	100.00	-884.82	984.82 %
4223 Flowers	342.00	150.00	-192.00	228.00 %
Total 4200 Fundraising Income	3,401.22	2,150.00	-1,251.22	158.20 %
4300 Other Operating Income				
4310 Unrestricted Special Gifts	200.00		-200.00	
4320 Weddings, funerals, memorials				
4320.1 Income	4,450.00	4,850.00	400.00	91.75 %
4320.2 Expense	-2,000.00	-2,850.00	-850.00	70.18 %
Total 4320 Weddings, funerals, memorials	2,450.00	2,000.00	-450.00	122.50 %
4330 Rents and Building Use				
4330.1 Income	2,810.00	2,800.00	-10.00	100.36 %
4330.2 Expense	-650.00	-700.00	-50.00	92.86 %
Total 4330 Rents and Building Use	2,160.00	2,100.00	-60.00	102.86 %
4390 Other Income		500.00	500.00	
Total 4300 Other Operating Income	4,810.00	4,600.00	-210.00	104.57 %
4500 Investment Income				
4501 Curr Year Lambert Trust Income	36,506.00	38,000.00	1,494.00	96.07 %
4510 Interest Earned	9,724.72	10,000.00	275.28	97.25 %
Total 4500 Investment Income	46,230.72	48,000.00	1,769.28	96.31 %
4800 Assets Released from Temp Restr				
4801 From 3020 Unrestrict Carryover	9,999.96	10,000.00	0.04	100.00 %

2017 Profit & Loss

Budget vs. Actual

January - December 2017

	ACTUAL	BUDGET	REMAINING	% OF BUDGET
4804 From 2016 Matching Challenge	32,039.98	32,040.00	0.02	100.00 %
Total 4800 Assets Released from Temp Restr	42,039.94	42,040.00	0.06	100.00 %
Total Revenue	\$432,783.98	\$432,869.00	\$85.02	99.98 %
GROSS PROFIT	\$432,783.98	\$432,869.00	\$85.02	99.98 %
Expenditures				
6001 Pastor's Compensation				
6001.1 Pastor's Salary	30,092.04	30,092.00	-0.04	100.00 %
6001.2 Pastor's Housing Allowance	36,588.12	36,588.00	-0.12	100.00 %
6001.3 Pastor's Social Security Reimb	5,100.96	5,101.00	0.04	100.00 %
6001.4 Pastor's Health Insurance	10,089.00	10,089.00	0.00	100.00 %
6001.5 Pastor's Dental Plan	489.00	510.00	21.00	95.88 %
6001.6 Pastor's Life/Disability Ins	1,000.20	1,000.20	0.00	100.00 %
6001.7 Pastor's Pension Plan	9,335.20	9,335.20	0.00	100.00 %
6001.9 Pastor's Professional Expenses	3,724.54	4,000.00	275.46	93.11 %
Total 6001 Pastor's Compensation	96,419.06	96,715.40	296.34	99.69 %
6002 Associate Pastor Compensation				
6002.1 A P's Salary	23,878.08	23,878.00	-0.08	100.00 %
6002.2 A P's Housing Allowance	23,384.04	23,384.00	-0.04	100.00 %
6002.3 A P's Social Security Reimb	3,615.60	3,615.54	-0.06	100.00 %
6002.4 A P's Health Insurance	5,346.00	5,346.00	0.00	100.00 %
6002.5 A P's Dental Plan	489.00	510.00	21.00	95.88 %
6002.6 A P's Life/Disability Ins	708.96	709.00	0.04	99.99 %
6002.7 A P's Pension Plan	6,616.68	6,616.70	0.02	100.00 %
6002.9 A P's Professional Expenses	2,206.44	2,500.00	293.56	88.26 %
Total 6002 Associate Pastor Compensation	66,244.80	66,559.24	314.44	99.53 %
6003 Office Admin Compensation				
6003.1 Office Admin Compensation	44,053.60	35,927.00	-8,126.60	122.62 %
6003.2 Office Admin Health Benefits		8,586.00	8,586.00	
Total 6003 Office Admin Compensation	44,053.60	44,513.00	459.40	98.97 %
6004 Church Admin Compensation				
6004.1 Church Admin Compensation	26,151.60	22,075.00	-4,076.60	118.47 %
6004.2 Church Admin Health Benefits		4,293.00	4,293.00	
Total 6004 Church Admin Compensation	26,151.60	26,368.00	216.40	99.18 %
6005 DMM Compensation				
6005.1 DMM Compensation	28,727.60	24,768.00	-3,959.60	115.99 %
6005.2 DMM Health Benefits		4,293.00	4,293.00	
6005.4 DMM Professional Expenses	344.20	375.00	30.80	91.79 %
Total 6005 DMM Compensation	29,071.80	29,436.00	364.20	98.76 %
6010 Misc Staff Compensation				
6011.1 Youth Director's Compensation	11,008.08	11,008.00	-0.08	100.00 %
6012 Bell Choir Director	3,055.58	2,500.00	-555.58	122.22 %
6015 Custodian's Compensation	10,061.79	11,000.00	938.21	91.47 %
6016 Child Care	3,643.06	5,400.00	1,756.94	67.46 %
6020 Guest Preacher (Pulpit Supply)	150.00	400.00	250.00	37.50 %
6021 Organist & Director Substitutes	300.00	500.00	200.00	60.00 %
Total 6010 Misc Staff Compensation	28,218.51	30,808.00	2,589.49	91.59 %
6025 Misc Staff Expenses				

2017 Profit & Loss Budget vs. Actual January - December 2017

	ACTUAL	BUDGET	REMAINING	% OF BUDGET
6026 SS/Medicare Payments	8,609.43	8,900.78	291.35	96.73 %
6027 Worker's Comp Insurance	1,062.00	1,100.00	38.00	96.55 %
Total 6025 Misc Staff Expenses	9,671.43	10,000.78	329.35	96.71 %
6100 ADMINISTRATION EXPENSES				
6101 Computer Equipment & Supplies	2,012.59	2,000.00	-12.59	100.63 %
6102 Telephone Expenses	2,450.10	2,500.00	49.90	98.00 %
6103 Website Maintenance	1,501.59	300.00	-1,201.59	500.53 %
6105 Copier	6,622.57	7,900.00	1,277.43	83.83 %
6106 Paper	1,138.58	1,500.00	361.42	75.91 %
6107 Postage	1,113.70	1,100.00	-13.70	101.25 %
6108 Office Supplies	1,275.40	1,200.00	-75.40	106.28 %
6109 Administrative Expenses	830.21	1,680.00	849.79	49.42 %
6110 Credit Card Fees	2,927.22	2,000.00	-927.22	146.36 %
6111 Vehicle Exp (Mileage Reimb etc)	2,485.52	3,000.00	514.48	82.85 %
Total 6100 ADMINISTRATION EXPENSES	22,357.48	23,180.00	822.52	96.45 %
6200 FINANCE EXPENSES				
6201 Bookkeeping & Record Keeping	7,691.40	7,800.00	108.60	98.61 %
6202 Stewardship Expenses	499.86	1,000.00	500.14	49.99 %
6203 Line of Credit / Mortgage Pmt	4,522.88	6,000.00	1,477.12	75.38 %
6204 Other Finance Board Expenses	220.00	200.00	-20.00	110.00 %
Total 6200 FINANCE EXPENSES	12,934.14	15,000.00	2,065.86	86.23 %
6300 PROPERTY EXPENSES				
6301 Maintenance/Capital Projects	8,586.30	10,000.00	1,413.70	85.86 %
6302 Liability Insurance	10,512.00	11,000.00	488.00	95.56 %
6303 Maintenance Contracts	3,243.00	3,200.00	-43.00	101.34 %
6304 Contract Labor	120.00	500.00	380.00	24.00 %
6310 Natural Gas	2,560.97	3,000.00	439.03	85.37 %
6311 Water, Sewer & Sprinkler	2,112.87	2,100.00	-12.87	100.61 %
6312 Electric	5,006.86	5,400.00	393.14	92.72 %
6313 Electric Demand Charge	2,903.76	3,200.00	296.24	90.74 %
6320 Materials and Services	825.80	1,200.00	374.20	68.82 %
6321 Janitorial Supplies	1,414.61	1,200.00	-214.61	117.88 %
Total 6300 PROPERTY EXPENSES	37,286.17	40,800.00	3,513.83	91.39 %
6400 FAITH DEVELOPMENT EXPENSES				
6401 Inter-generational Ministry	40.03	900.00	859.97	4.45 %
6402 Children's Ministry	551.51	500.00	-51.51	110.30 %
6403 Adult Ministry	584.84	500.00	-84.84	116.97 %
6404 Youth Ministry	2,320.94	4,000.00	1,679.06	58.02 %
6405 Confirmation Class	400.00	400.00	0.00	100.00 %
6406 Vacation Bible School		900.00	900.00	
6407 Other Board Expenses & Gifts	666.07	500.00	-166.07	133.21 %
Total 6400 FAITH DEVELOPMENT EXPENSES	4,563.39	7,700.00	3,136.61	59.26 %
6500 COMMUNITY LIFE & GROWTH EXPENSE				
6510 Social Committee				
6511 Coffee	443.64	400.00	-43.64	110.91 %
6512 Coffee Hour	289.11	300.00	10.89	96.37 %

2017 Profit & Loss

Budget vs. Actual

January - December 2017

	ACTUAL	BUDGET	REMAINING	% OF BUDGET
6513 Lemonade on the Porch	207.00	300.00	93.00	69.00 %
6514 Funerals, Memorials	48.19	200.00	151.81	24.10 %
6515 Receptions		200.00	200.00	
Total 6510 Social Committee	987.94	1,400.00	412.06	70.57 %
6520 Family Ministry	1,067.53	1,000.00	-67.53	106.75 %
6521 Outreach (Evangelism & Adv)	1,479.21	2,000.00	520.79	73.96 %
6522 Membership	139.98	500.00	360.02	28.00 %
6523 Wednesday Night Live Support	167.46	400.00	232.54	41.87 %
6524 Equipment	193.42	150.00	-43.42	128.95 %
6525 Other CL&G Expense		50.00	50.00	
Total 6500 COMMUNITY LIFE & GROWTH EXPENSE	4,035.54	5,500.00	1,464.46	73.37 %
6600 WORSHIP EXPENSES				
6601 Worship Supplies	2,435.84	1,750.00	-685.84	139.19 %
6602 Audio-Visual Broadcast Expense	3,468.41	4,100.00	631.59	84.60 %
6605 Adult Choir Music & Support	693.60	700.00	6.40	99.09 %
6606 Bell Choir Music & Support	495.00	450.00	-45.00	110.00 %
6608 Music Outreach	180.57	350.00	169.43	51.59 %
6610 Instrument Maintenance	2,500.00	2,500.00	0.00	100.00 %
Total 6600 WORSHIP EXPENSES	9,773.42	9,850.00	76.58	99.22 %
6700 MISSION & OUTREACH EXPENSES				
6710 Transfers to Mission & Outreach	28,062.10	25,416.32	-2,645.78	110.41 %
6720 Delegate Expenses		200.00	200.00	
6730 KY Council of Churches	338.12	250.00	-88.12	135.25 %
6731 National Council of Churches	100.00	100.00	0.00	100.00 %
6732 World Council of Churches	100.00	100.00	0.00	100.00 %
6735 Mission Interpretation Expenses	116.81	100.00	-16.81	116.81 %
Total 6700 MISSION & OUTREACH EXPENSES	28,717.03	26,166.32	-2,550.71	109.75 %
6800 NURTURE & CARE EXPENSES				
6801 Special Care Resources	455.59	450.00	-5.59	101.24 %
Total 6800 NURTURE & CARE EXPENSES	455.59	450.00	-5.59	101.24 %
Uncategorized Expenditure	28.36		-28.36	
Total Expenditures	\$419,981.92	\$433,046.74	\$13,064.82	96.98 %
NET OPERATING REVENUE	\$12,802.06	\$ -177.74	\$ -12,979.80	-7,202.69 %
Other Revenue				
5000 NON-OPERATING INCOME				
5010 Unrestricted Memorial Gifts	5,207.86		-5,207.86	
5014 Misc Other non-Operating Income	807.39		-807.39	
5015 Pass-Thru Gifts	16,385.86		-16,385.86	
Total 5000 NON-OPERATING INCOME	22,401.11		-22,401.11	
5100 RESTRICTED GIFTS, Non-Oper				
5130 PROPERTIES				
5130.02 Memorial Garden	1,150.00		-1,150.00	
Total 5130 PROPERTIES	1,150.00		-1,150.00	
5140 FAITH DEVELOPMENT				
5140.03 Youth Passport	2,486.77		-2,486.77	
5140.06 Berea Leadership Experience	4,242.50		-4,242.50	

2017 Profit & Loss Budget vs. Actual January - December 2017

	ACTUAL	BUDGET	REMAINING	% OF BUDGET
5140.07 FD Special Projects	50.00		-50.00	
Total 5140 FAITH DEVELOPMENT	6,779.27		-6,779.27	
5150 COMM LIFE & GROWTH				
5150.02 Wednesday Night Live	974.30		-974.30	
Total 5150 COMM LIFE & GROWTH	974.30		-974.30	
5160 WORSHIP				
5160.03 Organ Fund	134.00		-134.00	
5160.07 Handbell Fund	1,210.00		-1,210.00	
Total 5160 WORSHIP	1,344.00		-1,344.00	
5170 MISSION & SERVICE	40.00		-40.00	
5170.01 Mission Outreach	2,384.48		-2,384.48	
5170.03 Emergency Assistance	4,965.67		-4,965.67	
5170.04 M Tooley Estate	8,500.00		-8,500.00	
5170.07 Berea Home Village	8,046.50		-8,046.50	
5170.08 Racial Justice	40.00		-40.00	
5170.11 No Child Cold / Hungry	1,824.00		-1,824.00	
Total 5170 MISSION & SERVICE	25,800.65		-25,800.65	
Total 5100 RESTRICTED GIFTS, Non-Oper	36,048.22		-36,048.22	
Total Other Revenue	\$58,449.33	\$0.00	\$ -58,449.33	0.00%
Other Expenditures				
7000 Other / Non-Operating Expenses				
7005 Transfer Memorial	5,207.86		-5,207.86	
7010 Trans to Reserves (non-oper)	36,841.61		-36,841.61	
7100 Pass-Thru Payments				
7101 BUURR	2,883.00		-2,883.00	
7102 Food Bank	200.00		-200.00	
7103 BFCO	690.31		-690.31	
7104 One Great Hour of Sharing	1,627.25		-1,627.25	
7105 Christmas Baskets	390.00		-390.00	
7106 Refugee Resettlement	40.00		-40.00	
7111 Habitat for Humanity	1,500.00		-1,500.00	
7112 Church World Service - Disaster	2,722.00		-2,722.00	
7114 Unicef	5.30		-5.30	
7115 Local Disaster Relief	25.00		-25.00	
7116 Samuel's Kids	200.00		-200.00	
7117 Celtic Festival	75.00		-75.00	
7118 KEF	500.00		-500.00	
7119 CoCoDA	1,258.00		-1,258.00	
7150 Misc pass-thru payments	4,245.00		-4,245.00	
Total 7100 Pass-Thru Payments	16,360.86		-16,360.86	
Total 7000 Other / Non-Operating Expenses	58,410.33		-58,410.33	
Total Other Expenditures	\$58,410.33	\$0.00	\$ -58,410.33	0.00%
NET OTHER REVENUE	\$39.00	\$0.00	\$ -39.00	0.00%
NET REVENUE	\$12,841.06	\$ -177.74	\$ -13,018.80	-7,224.63 %

2017 Statement of Financial Position

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1101 Peoples Checking Account	15,425.27
1102 CD - 5599 (Sweep Account)	64,127.44
1103 Hutchins Fund Money Mkt (73724)	28,603.92
1110 AFCU - CD	185,021.88
1111 Putnam Investment Acct (37375)	2,576.18
Total Bank Accounts	\$295,754.69
Other Current Assets	
1401 Pre-paid Expense	4,309.00
Total Other Current Assets	\$4,309.00
Total Current Assets	\$300,063.69
TOTAL ASSETS	\$300,063.69
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	
2503 VISA - Joan	-846.62
Total Credit Cards	\$ -846.62
Other Current Liabilities	
2102 A/P Pass-thru funds collected	5,448.31
2200 Pre-paid Pledges & Gifts	2,011.21
24000 Payroll Liabilities	3,475.23
2403 FSA Liabilities	610.06
2420 Kent Gilbert Sabbatical Fund	10,177.51
Total 24000 Payroll Liabilities	14,262.80
Total Other Current Liabilities	\$21,722.32
Total Current Liabilities	\$20,875.70
Long-Term Liabilities	
2910 Capital Campaign Line of Credit	90,000.00
2920 Capital Campaign Member Loans	50,000.00
2930 Hutchins Fund Repayment	33,667.85
Total Long-Term Liabilities	\$173,667.85
Total Liabilities	\$194,543.55
Equity	
3000 Unrestricted Net Assets - CC	
3010 Unrestricted Memorial Funds	375.37
3020 Unrestricted Carryover Funds	4,680.33
3030 Lambert Fund	1,856.29
3040 Hutchins Capital Improvement	28,595.31
3090 Capital Campaign	0.00

2017 Statement of Financial Position

3091 Campaign Capital Income	1,542,173.25
3092 Capital Campaign Expenses	-1,709,565.55
Total 3090 Capital Campaign	-167,392.30
Total 3000 Unrestricted Net Assets - CC	-131,885.00
3100 Temp Restricted Net Assets	
3110 ADMINISTRATIVE BOARD	
3110.01 Pastoral Leave Fund	-36.09
3110.02 AEDs	1,500.00
Total 3110 ADMINISTRATIVE BOARD	1,463.91
3120 FINANCE BOARD	
3120.01 Contingency Fund	-0.07
3120.02 Undesignated Memorial	3,922.15
3120.03 Evan Thomas Memorial	1,316.37
3120.05 Pross Memorial	3,809.03
3120.09 Elizabeth Orwig Memorial	730.00
3120.11 N Jones Memorial	1,726.00
3120.13 M Kindel Memorial	7,499.31
Total 3120 FINANCE BOARD	19,002.79
3130 PROPERTIES BOARD	
3130.01 Special Projects	2,241.12
3130.02 Memorial Garden	217.91
3130.03 Sanctuary Lights	1,565.10
3130.04 Sanctuary Windows	843.09
3130.10 Solar Panels	83.41
Total 3130 PROPERTIES BOARD	4,950.63
3140 FAITH DEVELOPMENT BOARD	0.00
3140.01 Leadership Development	1,902.98
3140.02 Confirmation Class	1,381.72
3140.03 Youth Passport	1,467.71
3140.04 A. Stephenson Memorial Youth	375.19
3140.06 Berea Leadership Experience	1,596.44
3140.07 FD Special Projects	50.00
Total 3140 FAITH DEVELOPMENT BOARD	6,774.04
3150 COMM LIFE & GROWTH BOARD	
3150.01 CL&G Special Projects	1,037.16
3150.02 Wednesday Night Live	846.81
3150.03 Stoves	1,873.81
Total 3150 COMM LIFE & GROWTH BOARD	3,757.78
3160 WORSHIP BOARD	
3160.01 Worship & Art	1,094.17
3160.02 Music Fund	536.43
3160.03 Organ Fund	19,078.37
3160.04 Guest Musician	8,906.71
3160.05 Memorial Anthem Fund	33.14
3160.06 Baptismal Font	936.00
3160.07 Handbell Fund	646.09
Total 3160 WORSHIP BOARD	31,230.91
3170 MISSION & SERVICE BOARD	
3170.01 Mission Outreach	7,883.36

2017 Statement of Financial Position

3170.03 Emergency Assistance	3,137.22
3170.04 M Tooley Estate	13,447.28
3170.05 Women's Creative Sewing & Craft	3,597.83
3170.06 Mission Trip Support	625.82
3170.08 Racial Justice	490.00
3170.09 Prisoner Support Projects	26.30
3170.11 No Child Cold or Hungry	4,076.85
Total 3170 MISSION & SERVICE BOARD	33,284.66
3180 NURTURE & CARE BOARD	
3180.01 Nurture & Care	1,031.38
3180.02 Prayer Shawls	68.18
3180.03 Stephen Ministries	-0.02
Total 3180 NURTURE & CARE BOARD	1,099.54
3190 PASTORS	
3190.01 Pastors' Discretionary Fund	110.50
3190.02 Gifts to Employees	18.18
Total 3190 PASTORS	128.68
Total 3100 Temp Restricted Net Assets	101,692.94
32000 Unrestricted Net Assets	871.14
3300 Perm Restricted Net Assets	
3301 Lawson Hamilton Memorial	100,000.00
3302 Burroughs-True Memorial	22,000.00
Total 3300 Perm Restricted Net Assets	122,000.00
Net Revenue	12,841.06
Total Equity	\$105,520.14
TOTAL LIABILITIES AND EQUITY	\$300,063.69

Report of the Treasurer

2017 began the year with a new treasurer Greg Lakes, the continued use of the accounting software QuickBooks online to assist with the accounting and day to day bookkeeping. 2017 has ended with our Associate Pastor leaving, thus our budget for 2018 reflected the expenses of her being on staff for the year.

The Finance Board has since discussed what to do with the savings of her departure. This resulted in an updated budget for 2018 that has been before Church Council and appears as Proposed Action #3 in today's meeting.

Our Financial 2017 statements show a carryover in Revenue of \$13,712.30 to 2018.

Balance on other Revenue accounts held by Union Church

Checking/Sweep Acct as of 12/31/17	\$84,127.44
Hutchins Fund Acct as of 11/31/17	\$28,609.66
Putnam Acct as of 12/31/17	\$ 2,514.36
Lambert Trust Acct as of 12/31/2017	\$857,331.79
Appalachian Community FCU as of 12/31/2017	\$185,021.88

As of the writing of this report there is still discussion with the Finance Board for a Financial Review Plan in 2018.

Respectfully submitted by Greg Lakes, Treasurer.



2018 Budget Policy

The Annual Operating Budget for Church of Christ, Union is the primary instrument of financial planning as established by the Constitution of the Church. Preparing an Operating Budget allows the congregation an opportunity to express their desires in the operations and management of the Church. By passage of this document, the Congregation empowers the Church Council with the responsibility of handling and controlling the Church's finances using the Operational Budget as the adopted guideline.

With the adoption of this 2018 Operational Budget, the Congregation makes the following policies as a part of this Budget:

1. The Operational Budget document stands on its own merits. Any previous Budget directives as passed by the Congregation and/or Board or Church Council are not valid unless further addressed within this document or the Church's Constitution.
2. The Boards and Officers are empowered to expend up to the amount allocated in each of the primary Total Expenditure Classifications: Personnel, Administration, Church Finance, Property, Faith Development, Worship, Nurture & Care, Mission & Service, and Community Life & Growth. With the exception of Personnel and the line item for a pastor's professional expenses, board chairs and Church Council can approve a request that will result in an overrun in the other Expenditure Classes of not more than ten percent (10%) of the budgeted amount. Lacking approval for a classification overrun, the Treasurer will not authorize any further payments from any line item in the classification. Projected increases or overruns in either the Personnel Class or Pastors' Expense Accounts must be first approved by the Congregation.
3. The Church Finance Board is empowered to expend up to \$5,000 without further Congregational approval for emergency items not identified in the Operational Budget (for example, ceiling repairs in the sanctuary.) Should an expenditure of that nature be required, the Church Council must decide whether to withdraw funds from reserves or ask for a special offering appeal and must report the action(s) to the congregation.
4. The Church Council must report the financial conditions of the Church with respect to the Operational Budget on a regular basis through reports to Church Council meetings and other means as necessary.
5. Board Chairpersons who have funds at their disposal through the Budget are responsible for tracking the expenditures of their boards. Monthly financial reports will be distributed at the Church Council meetings for this purpose.
6. Designated giving toward special projects and other non-operational items must be approved by the Church Council prior to creating a new fund for acceptance of the gift. Upon acceptance, those moneys will be handled as Non-Operational Activities and do not appear in this document and do not require further Congregational approval unless stipulated by the Church's Constitution.

The Proposed Budget will be available for Congregational review at least one week prior to the meeting at which it is to be presented for adoption.

If a surplus remains at the end of the year, 10% of that surplus will be placed in the Mission Outreach Fund. The remaining 90% is to be allocated as recommended by the Church Council.

2018 Operational Budget

	Actuals		Proposed	
	YTD 10/31/2017	2017 Budget	2018 Budget	
Revenue				
4100 Pledges & Gifts				
4110 Plate Offering	6,772.53	8,000.00	8,000.00	
4120 Pledged Gifts	234,618.19	269,079.00	299,000.00	
4130 Unpledged Gifts	32,033.00	43,000.00	46,000.00	
4140 Spring Forward Gifts		15,000.00	0.00	
4150 Spec Collections for Operations	1,380.53	1,000.00	1,000.00	
Total 4100 Pledges & Gifts	\$ 274,804.25	\$ 336,079.00	\$ 354,000.00	
4200 Fundraising Income				
4201 Kroger	710.09	800.00	700.00	
4202 Amazon Smile	222.76	100.00	200.00	
4221 Lunch Fundraisers		1,000.00	1,000.00	
4221.1 Income	1,103.03			
4221.2 Expense	-90.60			
Total 4221 Lunch Fundraisers	\$ 1,012.43	\$ 1,000.00	\$ 1,000.00	
4222 Special Events, Concerts	1,084.82	100.00		
4223 Flowers	62.04	150.00	100.00	
Total 4200 Fundraising Income	\$ 3,092.14	\$ 2,150.00	\$ 3,000.00	
4300 Other Operating Income				
4320 Weddings, funerals, memorials				
4320.1 Income	4,250.00	4,850.00		
4320.2 Expense	-1,800.00	-2,850.00		
Total 4320 Weddings, funerals, memorials	2,450.00	\$ 2,000.00	\$ 2,500.00	
4330 Rents and Building Use				
4330.1 Income	2,515.00	2,800.00		
4330.2 Expense	-650.00	-700.00		
Total 4330 Rents and Building Use	\$ 1,865.00	\$ 2,100.00	\$ 2,100.00	
4390 Other Income		500.00		
Total 4300 Other Operating Income	\$ 4,529.12	\$ 4,600.00	\$ 4,600.00	
4500 Investment Income				
4501 Curr Year Lambert Trust Income	36,506.00	38,000.00	36,000.00	
4510 Interest Earned	8,134.19	10,000.00	10,000.00	
Total 4500 Investment Income	\$ 44,640.19	\$ 48,000.00	\$ 46,000.00	
4800 Assets Released from Temp Restr				
4801 From 3020 Unrestrict Carryover	8,333.30	10,000.00	15,000.00	
4804 From 2016 Matching Challenge	32,039.98	32,040.00	0.00	
Total 4800 Assets Released from Temp Restr	\$ 40,373.28	\$ 42,040.00	\$ 15,000.00	
Total Revenue	\$ 367,438.98	\$ 432,869.00	\$ 422,600.00	
Expenditures				
6001 Pastor's Compensation				
6001.1 Pastor's Salary	25,076.70	30,092.00	30,724.00	
6001.2 Pastor's Housing Allowance	30,490.10	36,588.00	37,356.00	
6001.3 Pastor's Social Security Reimb	4,250.80	5,101.00	5,208.00	
6001.4 Pastor's Health Insurance	10,089.00	10,089.00	10,795.00	

2018 Operational Budget

	Actuals		Proposed	
	YTD			
	10/31/2017	2017 Budget	2018 Budget	
6001.5 Pastor's Dental Plan	489.00	510.00	490.00	
6001.6 Pastor's Life/Disability Ins	1,000.20	1,000.20	1,021.00	
6001.7 Pastor's Pension Plan	9,335.20	9,335.20	9,531.00	
6001.9 Pastor's Professional Expenses	3,361.38	4,000.00	4,000.00	
Total 6001 Pastor's Compensation	\$ 84,092.38	\$ 96,715.40	\$ 99,125.00	
6002 Associate Pastor Compensation				
6002.1 A P's Salary	19,898.40	23,878.00	24,379.00	
6002.2 A P's Housing Allowance	19,486.70	23,384.00	23,875.00	
6002.3 A P's Social Security Reimb	3,013.00	3,615.54	3,691.00	
6002.4 A P's Health Insurance	5,346.00	5,346.00	5,720.00	
6002.5 A P's Dental Plan	489.00	510.00	490.00	
6002.6 A P's Life/Disability Ins	708.96	709.00	724.00	
6002.7 A P's Pension Plan	6,616.68	6,616.70	6,756.00	
6002.9 A P's Professional Expenses	1,820.48	2,500.00	2,500.00	
Total 6002 Associate Pastor Compensation	\$ 57,379.22	\$ 66,559.24	\$ 68,135.00	
6003 Office Admin Compensation				
6003.1 Office Admin Compensation	37,205.60	35,927.00	36,681.00	
6003.2 Office Admin Health Benefits		8,586.00	9,272.00	
Total 6003 Office Admin Compensation	\$ 37,205.60	\$ 44,513.00	\$ 45,953.00	
6004 Church Admin Compensation				
6004.1 Church Admin Compensation	22,095.60	22,075.00	22,539.00	
6004.2 Church Admin Health Benefits		4,293.00	0.00	
Total 6004 Church Admin Compensation	\$ 22,095.60	\$ 26,368.00	\$ 22,539.00	
6005 DMM Compensation				
6005.1 DMM Compensation	24,257.20	24,768.00	25,288.00	
6005.2 DMM Health Benefits		4,293.00	4,212.00	
6005.4 DMM Professional Expenses	270.25	375.00	375.00	
Total 6005 DMM Compensation	\$ 24,527.45	\$ 29,436.00	\$ 29,875.00	
6010 Misc Staff Compensation				
6011.1 Youth Director's Compensation	9,173.40	11,008.00	11,239.00	
6011.2 Youth Director's Asst. Comp.			2,600.00	
6012 Bell Choir Director	2,500.02	2,500.00	3,300.00	
6015 Custodian's Compensation	8,241.16	11,000.00	11,231.00	
6016 Child Care	3,205.81	5,400.00	5,400.00	
6020 Guest Preacher (Pulpit Supply)	150.00	400.00	400.00	
6021 Organist & Director Substitutes	300.00	500.00	500.00	
602x Pastoral Leave			2,500.00	
Total 6010 Misc Staff Compensation	\$ 23,570.39	\$ 30,808.00	\$ 37,170.00	
6025 Misc Staff Expenses				
6026 SS/Medicare Payments	7,272.78	8,900.78	8,189.00	
6027 Worker's Comp Insurance	1,062.00	1,100.00	1,100.00	
Total 6025 Misc Staff Expenses	\$ 8,334.78	\$ 10,000.78	\$ 9,289.00	
6100 ADMINISTRATION EXPENSES				
6101 Computer Equipment & Supplies	1,958.68	2,000.00	2,500.00	

2018 Operational Budget

	Actuals		Proposed	
	YTD 10/31/2017	2017 Budget	2018 Budget	
6102 Telephone Expenses	2,110.33	2,500.00	2,500.00	
6103 Website Maintenance	1,072.69	300.00	1,200.00	
6105 Copier	6,170.67	7,900.00	7,000.00	
6106 Paper	955.10	1,500.00	1,500.00	
6107 Postage	987.10	1,100.00	1,200.00	
6108 Office Supplies	992.45	1,200.00	1,200.00	
6109 Administrative Expenses	680.21	1,680.00	1,200.00	
6110 Credit Card Fees	2,330.66	2,000.00	2,500.00	
6111 Vehicle Exp (Mileage Reimb etc)	2,485.52	3,000.00	3,400.00	
Total 6100 ADMINISTRATION EXPENSES	\$ 19,743.41	\$ 23,180.00	\$ 24,200.00	
6200 FINANCE EXPENSES				
6201 Bookkeeping & Record Keeping	6,137.40	7,800.00	7,800.00	
6202 Stewardship Expenses	356.60	1,000.00	1,000.00	
6203 Line of Credit / Mortgage Pmt	4,222.88	6,000.00	6,000.00	
6204 Other Finance Board Expenses	220.00	200.00	220.00	
Total 6200 FINANCE EXPENSES	\$ 10,936.88	\$ 15,000.00	\$ 15,020.00	
6300 PROPERTY EXPENSES				
6301 Maintenance/Capital Projects	7,939.71	10,000.00	10,000.00	
6302 Liability Insurance	10,512.00	11,000.00	11,000.00	
6303 Maintenance Contracts	2,024.00	3,200.00	3,900.00	
6304 Contract Labor	120.00	500.00	500.00	
6310 Natural Gas	2,072.15	3,000.00	3,000.00	
6311 Water, Sewer & Sprinkler	1,802.52	2,100.00	2,100.00	
6312 Electric	4,269.71	5,400.00	5,400.00	
6313 Electric Demand Charge	2,439.16	3,200.00	3,200.00	
6320 Materials and Services	537.71	1,200.00	1,200.00	
6321 Janitorial Supplies	1,139.24	1,200.00	1,200.00	
Total 6300 PROPERTY EXPENSES	\$ 32,856.20	\$ 40,800.00	\$ 41,500.00	
6400 FAITH DEVELOPMENT EXPENSES				
6401 Inter-generational Ministry		900.00	450.00	
6402 Children's Ministry	476.03	500.00	500.00	
6403 Adult Ministry	584.84	500.00	500.00	
6404 Youth Ministry	749.60	4,000.00	1,500.00	
6405 Confirmation Class		400.00	400.00	
6406 Vacation Bible School		900.00	450.00	
6407 Other Board Expenses & Gifts	666.07	500.00	500.00	
Total 6400 FAITH DEVELOPMENT EXPENSES	\$ 2,476.54	\$ 7,700.00	\$ 4,300.00	
6500 COMMUNITY LIFE & GROWTH EXPENSE				
6510 Social Committee				
6511 Coffee	443.64	400.00	400.00	
6512 Coffee Hour	289.11	300.00	300.00	
6513 Lemonade on the Porch	207.00	300.00	300.00	
6514 Funerals, Memorials		200.00	200.00	
6515 Receptions		200.00	200.00	

2018 Operational Budget

	Actuals		Proposed	
	YTD			
	10/31/2017	2017 Budget	2018 Budget	
Total 6510 Social Committee	\$ 939.75	\$ 1,400.00	\$ 1,400.00	
6520 Family Ministry	818.32	1,000.00	1,000.00	
6521 Outreach (Evangelism & Adv)	1,107.35	2,000.00	2,000.00	
6522 Membership		500.00	500.00	
6523 Wednesday Night Live Support	167.46	400.00	400.00	
6524 Equipment	193.42	150.00	150.00	
6525 Other CL&G Expense		50.00	50.00	
Total 6500 COMMUNITY LIFE & GROWTH EXPENSE	\$ 3,226.30	\$ 5,500.00	\$ 5,500.00	
6600 WORSHIP EXPENSES				
6601 Worship Supplies	2,321.29	1,750.00	2,500.00	
6602 Audio-Visual Broadcast Expense	2,904.95	4,100.00	4,100.00	
6605 Adult Choir Music & Support	655.63	700.00	750.00	
6606 Bell Choir Music & Support	495.00	450.00	500.00	
6608 Music Outreach	140.58	350.00	300.00	
6610 Instrument Maintenance	1,679.80	2,500.00	2,500.00	
Total 6600 WORSHIP EXPENSES	\$ 8,197.25	\$ 9,850.00	\$ 10,650.00	
6700 MISSION & OUTREACH EXPENSES				
6710 Transfers to Mission & Outreach	24,395.77	25,416.32	24,780.00	
6720 Delegate Expenses		200.00	200.00	
6730 KY Council of Churches	338.12	250.00	250.00	
6731 National Council of Churches	100.00	100.00	100.00	
6732 World Council of Churches	100.00	100.00	100.00	
6735 Mission Interpretation Expenses		100.00	0.00	
Total 6700 MISSION & OUTREACH EXPENSES	\$ 24,933.89	\$ 26,166.32	\$ 25,430.00	
6800 NURTURE & CARE EXPENSES				
6801 Special Care Resources	3.59	450.00	600.00	
6802 Stephen Ministries			1,500.00	
Total 6800 NURTURE & CARE EXPENSES	\$ 3.59	\$ 450.00	\$ 2,100.00	
Uncategorized Expenditure	28.36			
Total Expenditures	\$ 359,607.84	\$ 433,046.74	\$ 440,786.00	
Net Operating Revenue	\$ 7,831.14		(\$18,186.00)	
Inc/Dec of 2018 budget compared to 2017 budget			\$	7,739.26
Percentage inc/dec to 2017 budget				1.79%

Installation of Board Members & Officers

Moderator:

Friends: The Church of Christ, Union receives all followers of Christ and works with all who work with him: respecting each one's conscience; serving in love; endeavoring to keep the unity of the spirit in the bond of peace. To that end, the congregation establishes various offices to which people are elected and appointed to direct and empower the mission of the church.

Pastor:

Hear these words from the apostle Paul:

"Sisters and brothers, I want you to know the truth about gifts from the holy spirit. There are different kinds of spiritual gifts, but the same spirit gives them.

Congregation:

"There are different ways of serving, but the same God is served.

Moderator:

"There are different abilities to perform service, but the same God gives ability to each of us for our particular service.

Congregation:

"The Spirit's presence is shown in some way in each person for the good of all. "

Pastor:

Brothers and sisters in Christ, you have been chosen to use your gifts as officers and board members at Union Church. Your service in your office is the visible Church at work. We ask that as office-bearers in Union Church, you show our mission by word and example, and be bold and creative helping all embody the life and ministry of Jesus.

Moderator:

Do you accept the offices entrusted to you, and do you promise faithfully to lend your gifts and skills to the call and mission of the Church of Christ, Union, trusting in the Lord to lead and guide you? [Please respond "I do" if you accept]

Pastor:

Members of the Congregation gathered here: Do you promise to support them in their work, to remember them in your prayers, and to work with them to the best of the abilities that God has given you?

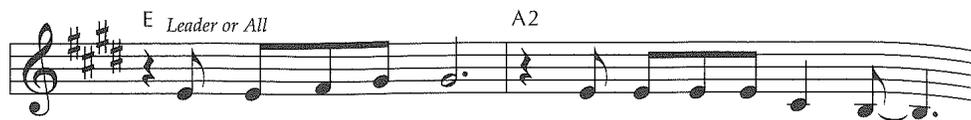
Congregation:

We promise our support and prayers as we work together. We promise to be actively involved and to provide strong support for the workers of this congregation. With our officers and Board members, we recommit ourselves to work and fellowship that makes the radical and inclusive love of God, the beloved community proclaimed by Jesus, and the continuing inspiration of the Holy Spirit visible and real to all.

Moderator:

Sisters and Brothers, you are hereby installed to your elected posts and may the blessing of Creator, Christ and Holy Spirit be with you all. Amen.

For Everyone Born



1 For ev - ery - one born, a place at the ta - ble,
2 For wom - an and man, a place at the ta - ble,
3 For young and for old, a place at the ta - ble,
4 For just and un - just, a place at the ta - ble,
5 For ev - ery - one born, a place at the ta - ble,



for ev - ery - one born, clean wa - ter and bread,
re - vis - ing the roles, de - cid - ing the share,
a voice to be heard, a part in the song,
a - bus - er, a - bused, with need to for - give,
to live with - out fear, and sim - ply to be,



a shel - ter, a space, a safe place for grow - ing,
with wis - dom and grace, di - vid - ing the pow - er,
the hands of a child in hands that are wrin - kled,
in an - ger, in hurt, a mind - set of mer - cy,
to work, to speak out, to wit - ness and wor - ship,



for ev - ery - one born, a star o - ver - head,
for wom - an and man, a sys - tem that's fair,
for young and for old, the right to be - long,
for just and un - just, a new way to live,
for ev - ery - one born, the right to be free,

Refrain

B *All* E E/G# A2 B*sus* B

and God will de-light when we are cre - a - tors of jus - tice and

E E/G# A2 B*sus* B

joy, com-pas - sion and peace: yes,

C#m C#m/B A2

God will de-light when we are cre - a - tors of jus - tice,

B*sus* B (E) *Fine* A2 E B*sus* B

jus-tice and joy!



“LIVING THE VISION” Mission Statement

WE, THE PEOPLE OF UNION CHURCH, seek to live out our discipleship to God as a community inspired by Jesus' transforming love. As a gathering of those seeking to boldly and creatively embody Christ's life and ministry, we commit ourselves to work and fellowship that makes the radical and inclusive love of God, the beloved community proclaimed by Jesus, and the continuing inspiration of the Holy Spirit visible and real to all. As one in body with Christ, we commit ourselves to acts of...

UNBOUNDED HOSPITALITY TO BUILD A BELOVED COMMUNITY OF CHRIST

We will boldly and creatively embody the life and ministry of Jesus by offering the radical hospitality of Christ in all we do and in the fellowship we share. We will seek unity in building a loving community amongst the gifts of differing traditions, opinions, and views. We will listen carefully and prayerfully. We will proclaim God's forgiveness and grace. We will stand with one another as bearers of Christ's light in times of trial and rejoicing. As a body of Christ we will actively and intentionally reach beyond the walls that separate us, persuaded that "God has made of one blood all peoples of the earth."

THOUGHTFUL, INSPIRATIONAL, AND INTENTIONAL FAITH DEVELOPMENT

We will boldly and creatively embody the life and ministry of Jesus by thoughtfully developing the faith, knowledge, and spirit of persons of every age. Rooted in scripture and drawing on spirit and intellect, we commit to learn and teach a spirituality which deepens our sense of closeness to God. We commit to creative teaching and leadership that inspires and equips ourselves, our children, and our community to live out the justice, compassion, love and joy we believe God intends for all.

PASSIONATE WORSHIP

We will boldly and creatively embody the life and ministry of Jesus with passionate worship that celebrates the transforming love of God. In every setting where we meet we will proclaim God's inclusive care and prophetic witness, empowering all persons to worship with joy and develop a deeper closeness to God in a ministry of all believers. We will offer our widely varying gifts of scripture, prayer, music, dance, drama, visual art, the spoken word, and the beauty of our actions to inspire those of every generation to follow in God's way.

RISK-TAKING MISSION AND SERVICE

We will boldly and creatively embody the life and ministry of Jesus with risk-taking mission and service. As disciples of Christ, we will reach out to the world to love, heal, and transform it through the difficult work of justice, reconciliation, and hope. We commit to using our staff, our building, and our selves for servant leadership in our sphere of influence, and we commit to the spiritual and educational support that will make us effective and joyful agents of God's grace.

EXTRAVAGANT GENEROSITY AND CARE IN OUR STEWARDSHIP

We will boldly and creatively embody the life and ministry of Jesus with extravagant generosity and care in the stewardship of the gifts we have been given. We will offer and organize our time, talent, and treasure in loving service and outreach with useful facilities and supported staff and programs, striving always to be agents of God's inclusive love. With care and diligence we will seek the well-being of our community, of all of our volunteers and staff, and of God's earth in all that we undertake alone and together.

WOVEN TOGETHER, these commitments testify to our discipleship. We believe that God is both calling and empowering Union Church to keep these commitments for ourselves and for all those who are seeking and serving the love of God.

Adopted September 20, 2009

Photos in this Report were taken by many Union Church members and friends, primarily Rachael White, and gleaned from those submitted for the church website, Facebook page and Consider

Cover art by Jessica Holly

